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3
COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
January 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

February 28, 1979

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Highlights

Wooden Container Industry Settlement. A jointly negotiated settlement covering 915 production and warehouse employees at Livingston Industries plants in Hagersville, London and Tillsonburg ended a five-week legal lockout called by the employer on December 22, 1978. The workers, represented by the International Woodworkers of America at three plants where farm machinery and automotive products are packaged for overseas shipment, were locked out in response to their rejection of the company's offer for settlement. Wage increases, an unlimited cost-of-living allowance, the incentive bonus system, and restoration of uniform wage structures distorted by an AIB rollback of the previous two-year contracts, were among ten issues in dispute. The major stumbling block in the final stages of negotiations was a disagreement over the COLA triggering point.

The new settlement, reached with the assistance of a mediator, was ratified in mid-January and served as a basis for renewal of three separate agreements which expired on October 31, 1978. The two-year settlement included a general wage increase of 50 cents per hour retroactive to November 1, and a further 40 cents per hour in the second year of the contracts. In addition wage rates for London warehouse workers were adjusted by a further 25 cents over and above the negotiated wage increase, while those of plant workers were increased by up to 8 cents to re-establish uniform production wage scales in all three locations. A cost-of-living formula, which was suspended for the duration of the previous contracts, was revised to provide quarterly payments based on a .4 adjustment factor, triggered at 6 per cent in the first year and at 4 per cent in the second year of the agreements. The floating allowance of 28 cents derived from the 1974-76 COLA formula, and present provisions for a 15-cent per hour attendance bonus and a minimum 25 per cent incentive bonus opportunity were maintained, whereas an indirect bonus paid to non-incentive workers was increased in steps to \$1 per hour. Other terms included improvements in provisions concerning the off-shift premium, paid vacations and holidays, weekly indemnity, dental plans and safety shoe and prescription glasses allowances. The company also agreed to implement a non-contributory pension-plan providing monthly benefits of \$6 per year of future service.

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FOOD AND BEVERAGE

Shopsy's Foods Limited at Weston - Locals 175 and 633, Foodworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 15, 1979 to January 14, 1981, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 15/79</u>	<u>Apr. 2/79</u>
	Increases	60¢ for full-time empls.; 50¢ for part-time empls.	25¢*

Full-Time Rates

Light General Labour	\$5.97 (\$5.37)	\$6.22
Heavy General Labour	\$6.17 (\$5.57)	\$6.42
Electrician	\$8.52 (\$7.92)	\$8.77

Effective	<u>Jan. 15/80</u>	<u>Apr. 1/80</u>
Increases	60¢ for full-time empls.; 25¢ for part-time empls.	30¢*

Full-Time Rates

Light General Labour	\$6.82	\$7.12
Heavy General Labour	\$7.02	\$7.32
Electrician	\$9.37	\$9.67

*Current employees more highly paid than other employees in their classification receive a lesser increase than that shown. The amount of this increase is the difference between the new rate negotiated for their classification and their current rate.

Previous rates reflect a 27-cent rollback by the Anti-Inflation Board.

The following changes apply to full-time employees, only:

Probationary Period: 60 (40) calendar days for skilled maintenance employees; 40 calendar days (unchanged) for other full-time employees.

Shift Premium: Effective January 15, 1979, 0-35¢-35¢ (0-30¢-30¢). Effective January 15, 1980, 0-40¢-40¢.

Paid Vacation: 6 weeks (new) after 25 years.

Bereavement Leave: Grandchild is added for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective February 1, 1979, \$5,000 (\$4,000) coverage. Effective February 1, 1980, \$6,000.

Weekly Indemnity - Effective February 1, 1979, benefits are payable on a 1-4-39 (1-4-26) basis.

Tool Allowance: \$60 (\$40) per year.

WOOD

J.H. Normick Inc. (Cochrane Division) at Cochrane - Local 2995, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 294 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	June 1/78	Sept. 1/78
Increases		46¢ for all Depts.	40¢ for Sawmill and Planing Mill Depts. and Dept. III
Additional Adjustment		10¢ for Stacker Operator - Sawmill Dept., Glue Spreader Feeder - Plywood Dept., Glue Spreader Outfeed - Plywood Dept., Glue Spreader (lay-up) - Plywood Dept. and Glue Spreader (2nd) - Plywood Dept.; 13¢ for Grader Licensed - Planing Mill Dept. and 15¢ for Carylift Operator - Plywood Dept.	
Clean Up Man - Plywood Dept.		\$6.11 (\$5.65)	\$6.11
Electrician Class "A" - Dept. III		\$7.66 (\$7.20)	\$8.06
Effective	Mar. 1/79	June 1/79	Sept. 1/79
Increases	6¢ for Sawmill and Planing Mill Depts. and Dept. III	46¢ for Plywood Dept.	16¢ for Sawmill and Planing Mill Depts. and Dept. III
Clean Up Man - Plywood Dept.	\$6.11	\$6.57	\$6.57
Electrician Class "A" - Dept. III	\$8.12	\$8.12	\$8.28

Shift Premium: All employees rotating on 2 and 3-shift operations receive premium pay of 9¢ (8¢) per hour effective June 1, 1978, and 12¢ per hour effective June 1, 1979.

Reporting Pay: Effective November 3, 1978, if an employee reports to and commences work and no work is available for him to complete his shift, he receives 8 hours' pay at his regular rate (new). (Previous provision of 4 hours' pay to employees who report for work when no work is available remains unchanged.)

Supplementary Paid Vacation (new): Effective June 1, 1978, employees with 20 years' service receive the following additional vacation in the calendar year in which they attain:

Age 60	-	1 week	(2% of gross earnings)
Age 61	-	2 weeks	(4% of gross earnings)
Age 62	-	3 weeks	(6% of gross earnings)
Age 63	-	4 weeks	(8% of gross earnings)
Age 64	-	5 weeks	(10% of gross earnings)

Health and Welfare: Weekly Indemnity - Effective November 3, 1978, benefit is 70% of weekly earnings, to a maximum of \$170 (\$160).

OHIP and Semi-Private Hospitalization Plan - Effective November 3, 1978, employer pays 100% of increased premium costs.

Dental Plan (new) - Effective June 1, 1979 for employees with 30 working days' service, employer pays 100% of premium costs for basic Blue Cross Dental Plan #7 and Riders 1 and 2. No co-insurance for Dental Plan #7 and Rider 1. 50%/50% co-insurance for Rider 2. Maximum benefit is \$1,000 per calendar year per person. Payments are based on the 1978 Ontario Dental Association fee schedule.

Livingston Industries Limited at Hagersville, London and Tillsonburg - Various Locals, Woodworkers (AFL-CIO/CLC): Three 21-month renewal agreements effective from January 26, 1979 to October 31, 1980, covering 915 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/78	Nov. 1/79
	General Increases	50¢	40¢
	<u>Plant Adjustments</u>		
	Hagersville	8¢	
	London		
	Export Packaging	3¢	
	Warehouse	25¢	
	Fork Lift Truck Operator (Upgraded from Group 2 to Group 1)	10¢	
	<u>Non-Incentive Rates*</u>		
	Sweeper	\$5.12 (\$4.62)	\$5.52
	Electrician	\$6.17 (\$5.67)	\$6.57

*Previous rates reflect a 27-cent rollback by the Anti-Inflation Board.

With the exception of the London warehouse operation, uniform wage rates now extend to all 3 locations as a result of the plant adjustments noted above.

Cost of Living Allowance:	The 28-cent allowance generated under the 1974-1976 agreement and paid as a float during the 1976-1978 agreement, continues to float. Quarterly adjustments of 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100. Triggered at 6% in the first year and 4% in the second year. (The formula under the previous agreement was inoperative.)
Attendance Bonus:	The Plan, which provides up to 15¢ per hour worked for employees who work a full regularly scheduled week, continues. Based on past performance, the attendance bonus will average 12¢ to 13¢ per hour.
Production or Indirect Bonus:	<u>Employees on Direct Incentive Jobs</u> - Opportunity to earn at least 25% of applicable job rate. (Formula is unchanged.) <u>Employees on Indirect or Non-Incentive Jobs</u> - Effective upon ratification, minimum bonus is 90¢ (80¢) per hour. Effective November 5, 1979, \$1 per hour.
Off-Shift Premium:	25¢ (20¢) per hour.
Paid Holidays:	Civic Holiday is added in 1979, for a total of 12 days.
Paid Vacation:	4 weeks after 13 (15) years and 5 weeks after 20 (23) years.
Bereavement Leave:	Brother-in-law and sister-in-law are included in the list of immediate relatives.
Health and Welfare:	<u>Weekly Indemnity</u> - Effective November 1, 1979, \$150 (\$130) per week. <u>Dental Plan</u> - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule.
Pension Plan (new):	A non-contributory plan, paying benefits of \$6 per month per year of service for all service following implementation, goes into effect upon ratification.
Prescription Safety Glasses:	1 pair is provided during the life of the contract. (Previously, the employer paid 80% of the cost of the first pair, or \$30, whichever is the lesser amount.)
Safety Shoe Allowance:	Effective November 1, 1979, \$35 (\$25) per year.

PAPER AND ALLIED

American Can of Canada Limited at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC) (production and maintenance employees): A 20-month renewal agreement effective from September 1, 1978 to May 1, 1980, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Sept. 1/78

Increases
(by wage category)

Base rate, \$7.78	11¢
\$7.79-\$7.87	1.5%
\$7.88-\$8.07	2%
\$8.08-\$8.59	3%
\$8.60-\$8.95	5%
\$8.96 to top	6.4%

Labourer	\$7.89 (\$7.78)
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Electrician "A"	\$10.43 (\$ 9.80)
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Paid Holidays: Employees must take all 8 floating holidays each year. (Previously, employees were able to "sell back" 3 of the holidays if not taken by the end of the year.)

Paid Vacation: Effective May 1, 1979, 4 weeks after 12 (13) years.

Health and Welfare: OHIP - Effective February 1, 1979, employer contributes \$19 (\$16) per month for single coverage and \$38 (\$32) per month for family coverage.

Weekly Indemnity - Formula provides for 70% of normal earnings on a 1-1-4 basis (unchanged). Effective upon ratification, the length of coverage for eligible employees equals length of service, to a maximum of 52 weeks. (Previously, all employees with at least 2 months of service in the case of permanent employees, and 6 months of service in the case of temporary employees, were entitled to 52 weeks.)

Employees who are receiving sickness and accident benefits receive any negotiated wage increase (new).

Dental Plan - Effective February 1, 1979, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1979, a 25% increase in basic benefits accrued between January 1, 1973 and December 31, 1977; thereupon, a further 6% increase in total basic benefits accrued to December 31, 1977.

Current Pensioners - Effective January 1, 1979, benefits increase by \$25 per month.

Boise Cascade Canada Ltd. (formerly, Ontario-Minnesota Pulp and Paper Company Limited) at Fort Frances - Local 771, Machinists (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 240 employees, settled at the post mediation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	May 1/78	May 1/79
	COLA Fold-in	24¢*	
	Increases	47¢	5%, with a minimum of 43¢
	Wage Recovery of Previous Dental Plan Diversion	10¢	
	Classification Adjustments	Some reclassifications.	
	Mill Labourer	\$7.46 (\$6.65)	\$7.89
	Instrument Mechanic A-1	\$9.92 (\$9.11)	\$10.42

*Generated during the 1973-75 agreement.

For changes in shift premium, paid vacation, bereavement leave, health and welfare, pension, meal allowance, metric tool allowance and prescription safety glasses see the Boise Cascade settlement with the United Paperworkers Union, reported above.

Boise Cascade Canada Ltd. (formerly, Ontario-Minnesota Pulp and Paper Company Limited) at Fort Frances and Kenora - Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering a total of 975 employees, settled with mediation assistance*. Duration of negotiations - 9 months for Kenora and 11 months for Fort Frances.

*Negotiations were concluded with mediation assistance. However, both Union Locals, prior to ratifying the agreements, were involved in a work stoppage because of a refusal to cross picket lines established by the Carpenters Union.

Local 1330 in Kenora ratified the agreement on November 28, 1978. Local 92 in Fort Frances ratified the agreement on January 17, 1979.

Other Settlements - Terms similar to those reported below were independently negotiated and concluded between Boise Cascade and the Machinists, Canadian Paperworkers and Electrical Workers (IBEW) at Fort Frances. The settlement with Machinists is set out in the preceding write-up.

Wages:	Effective	May 1/78	May 1/79
	COLA Fold-in	24¢*	
	Increases	47¢	5%, with a minimum of 43¢
	Wage Recovery of Previous Dental Plan Diversion	10¢	

	<u>May 1/78</u>	<u>May 1/79</u>
Labourer	\$7.46 (\$6.65)	\$7.89
Saw Filer A-1	\$9.92 (\$9.11)	\$10.42

*Generated during the 1973-75 agreement.

Shift Premium:	Effective February 1, 1979, 0-20¢-25¢ (0-18¢-23¢).
Paid Vacation:	Effective May 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.
Bereavement Leave:	5 (3) days' paid leave in the event of the death of a spouse, child or stepchild. A 3-day provision remains in the event of the death of other members of the immediate family.
Health and Welfare:	<u>A.D. & D. (new)</u> - Effective February 1, 1979, \$15,000 coverage. Employer pays 100% of cost of premiums. <u>Dental Plan</u> - Effective February 1, 1979, employer provides a 50% co-insurance on orthodontic treatment. Payments will be based on the 1978 (1975) Ontario Dental Association fee schedule. Premiums are now paid directly by the employer. (Under the previous contract, wage increases were suppressed below the Industry level through a 10-cent per hour diversion which was used to pay required dental premiums.) <u>Drug Plan (new)</u> - Effective February 1, 1979, employer pays 100% of cost of premiums for a plan with \$10/\$20 deductibles and no co-insurance.
Pension Plan:	<u>Past Service Benefit</u> - Effective May 1, 1978, \$10 (\$7.50) per month per year of service prior to October 1, 1964. Effective May 1, 1979, \$12. <u>Contribution Formula</u> - The employee contribution formula of 4% less CPP contributions remains unchanged. However, the 1.8% current level of CPP contributions has been "locked in". Any further increase in required CPP contributions will be covered by the employer. <u>Pre-retirement Spouse Death Benefit</u> - Effective upon ratification, the spouse of a deceased employee who was eligible for early retirement at the time of his death will be eligible for a pension benefit equal to the benefit accrued by the employee at the time of his death, if he elected a retirement survivor option (new). (Previously, the spouse received a cash settlement equal to the employee's pension contributions, augmented by 5%).
Meal Allowance:	\$4 (\$3.75).
Metric Tool Allowance (new):	Employees receiving Government grants for the purchase of required metric tools will have half of their remaining cost covered by the employer.
Prescription Safety Glasses:	Effective February 1, 1979, employer pays \$10 toward the cost of a fitting for each regular employee, once every two years (new).

PRIMARY METAL

Burlington Steel Company, Division of Slater Steel Industries Ltd. at Hamilton - Local 4752, Steelworkers (AFL-CIO/CLC) (plant employees): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
COLA Fold-in		\$1.04	To be determined	To be determined
General Increases		20¢	10¢	10¢
Job Class Increment				13.7¢ (12.7¢)
Job Class 2 (includes Labourer)		\$6.967 (\$5.727)	\$7.067	\$7.177
Job Class 17 (includes Millwright)		\$8.872 (\$7.632)	\$8.972	\$9.232

Commensurate increases were given to the incentive base rate schedule.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly and folded into wages annually. (Formula is unchanged.) A prepayment of 17¢, representing the estimated COLA for the last quarter of 1978, is folded into the wage structure January 1, 1979, along with the 87-cent allowance generated under the previous agreement. Should the 17-cent estimate prove to be high or low, an appropriate offsetting adjustment will be made to the COLA in the next quarter.

Paid Holidays: Christmas Eve is added, for a total of 11 days.

Health and Welfare: Life Insurance - \$16,000 (\$13,000) coverage for active employees and \$3,500 (\$3,000) coverage for pensioners retiring after January 1, 1979.

Weekly Indemnity - Effective January 1, 1979, \$175 (\$170) per week. Effective January 1, 1980, \$190. Effective January 1, 1981, \$205.

Major Medical - \$10,000 (\$5,000) coverage per year.

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule in 1979, and on the 1979 fee schedule in 1980 and 1981.

Optical Benefit - \$50 (\$25) every 2 years.

Pension Plan: Basic Benefit - Effective for retirements on or after January 1, 1980, \$12 (\$10) per month per year of service, to a maximum of 40 years.

Supplementary Benefit - Effective for retirements on or after January 1, 1980, \$11 (\$9) per month per year of service, to a maximum of 30 years.

Early Retirement - Accrued pension benefits are unreduced for employees retiring with 35 years of service regardless of age (new), or with 30 years of service and age 58 or older (unchanged).

Meal Allowance: \$3 (\$2).

Safety Boots: Designated employees may purchase boots from the employer every 3 (6) months at a 25% or 50% discount, depending on the type of boot.

Supplemental Unemployment Benefit Plan: Weekly Benefits - Effective January 1, 1979, \$45 (\$40). Effective January 1, 1980, \$50. Effective January 1, 1981, \$55.

METAL FABRICATING

Firestone Steel Products of Canada Limited at London - Local 27, Auto Workers (CLC): A 36-month renewal agreement effective from January 21, 1979 to January 21, 1982, covering 364 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 21/79</u>	<u>Jan. 21/80</u>	<u>Jan. 21/81</u>
	General Increases	80¢	20¢	20¢
	Additional Adjustment	60¢ for Tool & Die, Electrician and Machine Repair-Qualified; 45¢ for Set-Up personnel, Roving Inspectors and K.S.F. Operators		
	Group V (includes Labourer)	\$6.81 (\$6.01)	\$7.01	\$7.21
	Group IV (includes Electrician)	\$8.76 (\$7.36)	\$8.96	\$9.16

Previous rates reflect a 16-cent increase made in the third year of the 1976-1979 Agreement under an earnings protection clause has now been replaced by a cost of living allowance clause.

Cost of Living Allowance (new): 1¢ for each 0.34 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly.

Paid Holidays: 13 days in 1979, 14 days in 1980 and 13 days in 1981. (Previously, 12-12-13.)

Paid Vacation: 5 weeks after 20 (25) years of service and 6 weeks (new) after 30 years.

Bereavement Leave: Brother-in-law, sister-in-law and grandparents are added for 1 day's paid leave to attend the funeral.

Paid Education Leave (new): Employer contributes 1¢ per hour for all hours worked. Bargaining unit employees receive up to 20 days' paid leave per year for Union education.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage.

Weekly Indemnity Plan - Effective January 21, 1980, benefits increase to 66 2/3% of basic weekly earnings or the UIC maximum, whichever is greater. (Previously, based on the current UIC maximum.)

Extended Health Care Plan - Maximum claim for eyeglasses is \$60 (\$40) every two years. Deductible for drugs is 35¢ per prescription (new). (Previously, the drug plan shared the \$10/\$20 deductible which is still in effect for the Extended Health Care Plan.)

Dental Plan (new) - Effective January 21, 1980, employer pays 100% of cost of premiums for Blue Cross #7 Plan with Riders 1 and 2. Payments are based on the 1979 Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - \$9.25 (\$7.50) per month per year of service.

Supplementary Pension - \$6.25 (\$5.00) per month per year of service, for a maximum of 25 years.

Early Retirement (new) - Employees retiring at age 62 and having 30 years of service suffer no actuarial reduction.

Supplementary Unemployment Benefit: \$4.50 (\$3.00) per hour for short work week benefit.

Safety Shoe Allowance: \$15 (\$12) per year.

Vulcan Industrial Packaging Limited at Rexdale - Local 6754, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General	7½%	6%	6%
	Increases			
	Labour Grade 1 (includes Press Operator 1)	\$5.680 (\$5.285)	\$6.020	\$6.380
	Labour Grade 15 (Electronic Super- visor)	\$8.580 (\$7.985)	\$9.090	\$9.640

Rates shown do not reflect COLA fold-ins to be made in July of each contract year.

Cost of Living Allowance:	1¢ per hour for each full 0.5 point change in the Consumer Price Index - 1961=100. To be adjusted annually and folded into wages. Capped at 9¢ in each of the first two contract years, and at 15¢ in the third contract year. (Previously, 1¢ per hour for each full 0.6 point change in the CPI - 1961=100. Adjusted annually and folded into wages. Capped at 7½¢ in each of the last two contract years. 13½¢ was generated and folded into wages during the term of the 1976-78 contract.)
Shift Premium:	0-18¢-23¢ (0-15¢-20¢). Effective January 1, 1981, 0-20¢-23¢.
Bereavement Leave:	Legal spouse, son-in-law and daughter-in-law are included in definition of "immediate family", for up to 3 days' paid leave to arrange and attend the funeral or 1 day's paid leave when the funeral cannot be attended.
Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1979, payments are based on the 1978 (1976) Ontario Dental Association fee schedule. Effective January 1, 1981, employer pays 75% (50%) of premium costs for the dental plan.
Safety Shoe Allowance:	\$24 (\$18) per year.
Tool Allowance:	\$35 (\$30) per year.

TRANSPORTATION EQUIPMENT

Sheller-Globe of Canada Ltd., Kralinator Filters Division at Cambridge - Local 4605, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 7, 1978 to November 6, 1980, covering 374 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 7/78</u>	<u>Nov. 7/79</u>
Increases		9% or 45¢ per hour, whichever is greater	8%
Maintenance Labour		\$4.60-\$5.06 (\$4.15-\$4.56)	\$4.96-\$5.46
Tool & Die "A"		\$7.05-\$7.74 (\$6.45-\$7.10)	\$7.60-\$8.36

Probationary period is 40 working days in any one 4-month period. Maximum rates are reached on merit, but in no event later than 90 days.

Cost of Living Allowance:	Effective November 7, 1979, 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100. Capped at 15¢. To be adjusted quarterly. (Previously, provision was inoperative.)
Shift Premium:	0-28¢-28¢ (0-25¢-25¢). Effective November 7, 1979, 0-30¢-30¢.
Paid Holidays:	1 floating day is added in the second year, for a total of 13 days.

Paid Vacation: 4 weeks after 13 (15) years' service and 5 weeks after 27 (29) years. Effective November 7, 1979, 4 weeks after 12 years and 5 weeks after 25 years.

Bereavement Leave: Son-in-law and daughter-in-law are included in 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 12, 1979, \$6,500 (\$5,500) coverage. Effective November 7, 1979, \$7,000 coverage.

Weekly Indemnity - Payable on a 1-1-4-52 (1-1-8-52) basis, providing the illness exceeds 15 consecutive working days.

Dental Plan (new) - Effective May 1, 1979, employer pays 50% of cost of Blue Cross Dental Plan #7. Effective November 1, 1979, employer pays 100% of cost. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan (new): Basic Benefit - Effective November 7, 1979, \$2 per month per year of service.

NON-METALLIC MINERAL PRODUCTS

Lake Ontario Cement Limited at Sophiasburgh and Toronto - Local 387, Cement Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 252 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
General Increases		55¢	40¢
Job Class Increment		9¢ (8¢)	10¢
Class 2 (includes Labourer)		\$7.73 (\$7.18)	\$8.13
Class 17 (includes Electrician 1st Class)		\$9.08 (\$8.38)	\$9.63
Class 21 (includes Instrument Mechanic)		\$9.44 (\$8.70)	\$10.03

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance: 1¢ for each 0.3 point rise in the CPI - 1961=100. To be folded into the base rate, with the first payment on April 1, 1979. (Previous clause was suspended.)

Call-in Pay: 2 hours at time and one-half and 2 hours at double time. (Previously, 3 hours at time and one-half and 1 hour at double time.)

Overtime Pay: Double time after 10 (11) hours.

Paid Vacation: 3 weeks after 3 (5) years' service and 4 weeks after 8 (10) years.

Bereavement Leave: 3 days' paid leave to attend the funeral of spouse's grandparents (new).

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.
Life Insurance for Retirees (new) - \$1,000 coverage.
Weekly Indemnity Plan - Benefits increase to \$180 (\$160) per week. Effective December 1, 1979, \$190 per week.

Pension Plan: Early Retirement (new) - An employee may retire at age 62 with no actuarial reduction if his age plus service total 90.

Meal Allowance: \$3.50 (\$3.00). Effective December 1, 1979, \$4.00.

Safety Shoe Allowance: \$40 (\$30) towards the cost of 1 pair per year.

CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical Canada, Ltd. at Amherstburg - Local 89, Auto Workers (CLC): A 21-month renewal agreement effective from January 23, 1979 to October 31, 1980, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/78	Jan. 1/79	Nov. 1/79
COLA Fold-in			71¢	
General Increases	5%		23¢	3%
General Labour (Labour Grade 2)		\$8.14 (\$7.75)	\$9.08	\$9.35
Journeyman		\$9.10 (\$8.67)	\$10.22*	\$10.53

*Licensed electricians, welders and garage mechanics are upgraded from Labour Grade 9 to Labour Grade 10, effective January 1, 1979.

Cost of Living Allowance: A float of 5¢ has been carried over from the previous agreement.
 Quarterly adjustments of 1¢ for each 0.3 point change in the average Consumer Price Index - 1971=100 - for the corresponding period. (Provision is unchanged.)

Shift Premium: 0-35¢-52¢ (0-32¢-47¢).

Paid Holidays: 1 floating holiday is added, for a total of 15 days.

Paid Vacation: Effective in 1980, 6 weeks (new) after 30 years.

Bereavement Leave: Stepchildren and grandparents of spouse have been added to the definition of "immediate family" for 3 days' paid leave.

Health and Welfare: Life Insurance - Effective following ratification, \$17,000 (\$14,500) coverage. Effective November 1, 1979, \$19,000.

Weekly Indemnity - Effective following ratification, \$195 (\$180) per week. Effective November 1, 1979, \$210.

UAW Extended Health Service Plan (new) - Provides for a wide range of ancillary medical benefits, including special nursing care, artificial limbs and eye care. The employer pays 100% of premium costs.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule and, effective in 1980, on the 1980 fee schedule. Employer pays 100% of cost of premiums. (Previously, the Plan was paid for by a diversion from the COLA of 2¢ per quarter, with the employer making up any short-fall.)

Meal Allowance: \$5 (\$3) cash, or a meal valued at \$4.75 (\$4).

Safety Shoes: \$55 (\$30) per year.

Educational Fund (new): Employer contributes 1¢ per compensated hour.

Cyanamid Canada Inc. (Welland Plant) at Niagara Falls - Local 21, Canadian Chemical Workers (Ind.): A 12-month renewal agreement effective from November 16, 1978 to November 15, 1979, covering 420 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 16/78
	General Increase	9%
	Additional Adjustment	10¢ for Maintenance Tradesmen; 8¢ for Stationary Engineers
	Labourer	\$6.09 (\$5.59)
	Electrician 1A	\$8.14 (\$7.38)

Shift Premium: 0-29¢-33¢ (0-26¢-30¢).

Sunday Premium: 90¢ (85¢) per hour.

Health and Welfare: Life Insurance, OHIP, Weekly Accident and Sickness, Semi-Private Hospitalization and Extended Health Care Plans - Employer pays 95% (90%) of cost of premiums.

Weekly Accident and Sickness - Benefit increases to \$199 (\$175) per week.

Extended Health Care Plan - Maximum claim for eyeglasses is \$80 (\$40) every two years.

Dental Plan (new) - Effective January 1, 1979, employer pays 50% of cost of premiums for Blue Cross #7 Plan. Payments are based on the 1978 Ontario Dental Association schedule of fees.

Meal Allowance: \$3.50 for the first and second meal. (Previously, \$3.25 for the first meal and \$2.75 for the second meal.)

Safety Shoe Allowance: \$35 maximum toward the cost of safety shoes. (Previously, \$26 per year for the purchase of 1 pair.)

FORESTRY

E.B. Eddy Forest Products Ltd., Woods Operations at Espanola - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 235 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	5% on piecework rates; 52¢ for hourly-rated employees	4% on piecework rates; 49¢ for hourly-rated employees
	COLA Fold-in	73¢ on piecework earnings	
	Labourer	\$8.15 (\$7.63)	\$8.64
	Carpenter (qualified)	\$9.99 (\$9.47)	\$10.48

Cost of Living Provision: Piecework Earnings - The 73-cent COLA float from the previous contract is folded into the wage rates on September 1, 1978. Provision is discontinued.

Shift Premiums: 0-26¢-29¢ (0-24¢-27¢). Effective September 1, 1979, 0-27¢-30¢.

26¢ (24¢) per hour for Cook, Baker, Second Cook, Cooke, Choreboy and Watchman working a second shift. Effective September 1, 1979, 27¢.

Premium Pay: Effective September 1, 1978, 35¢ (30¢) per hour for tradesmen and helpers assigned to a bush garage, or to work in the yard of the main camp or central garage for 1 full shift, or to work away from a main camp or central garage.

Call-out Pay: Employees called out on their sixth day or Sunday receive the appropriate overtime rate. Minimum payment is 4 hours at time and one-half (new).

Overtime Pay: Double time (time and one-half) after 8 hours of work on the sixth day.

Vacation Pay: 8% after 2,400 (2,800) worked days and 10% after 4,400 (5,000) worked days.

Bereavement Leave: Son-in-law and daughter-in-law are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective February 1, 1979, \$20,000 (\$15,000) coverage.

Weekly Indemnity - Effective February 1, 1979, benefit increases to \$190 (\$170) per week. Effective September 1, 1979, \$210 per week.

Long Term Disability (new) - Effective February 1, 1979, employer pays 100% of cost of Plan. Benefit is 50% of monthly earnings, to a maximum of \$800 per month, reduced by any payments made under the Canada Pension Plan or any Company group disability income plan.

OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plan - Employer contributes \$21.09 (\$17.84) per month for single employees and \$42.63 (\$36.13) per month for married employees. Employer contributions continue for 12 (6) months for employees on Short Term Disability.

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association schedule of fees.

Commuter Allowance: \$4.85 (\$4.58) per day. Effective September 1, 1979, \$5.10 per day.

Mileage Allowance: 22¢ (18¢) per mile for employees who use their own transportation.

Safety Apparel Allowance: Employer will sell to employees safety pants and safety boots at \$5.50 (\$4.00) below cost price to the Company and safety gloves and safety mitts to Power Saw Operators and to persons handling cable at \$3.50 (\$3.00) below cost price.

Travel Allowance: \$6.30 (\$4.20) per week.

Fire and Theft Insurance: Maximum of \$1,500 (\$1,000) coverage on tools and personal belongings.

Power Saw Rentals: \$6.85 (\$6.45) per day. Effective September 1, 1979, \$7.25 per day.

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 1,750 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	Average Increases	8.5%	8.5%

Flying Time: Monthly ceiling is raised to 80 hours for 4 months of the year (previously, 75 hours per month all year).

Canadian Pacific Air Lines Ltd., system-wide - Air Line Flight Attendants (CLC): A 24-month renewal agreement effective from August 1, 1978 to July 30, 1980, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
	General Increases	8.5%	7.5%
	Flight Attendant	\$14.91-\$21.32	\$16.03-\$22.92
	Jet Aircraft	(\$13.74-\$19.65)	
	Purser	\$17.61-\$25.45	\$18.93-\$27.36
	DC-8L Aircraft	(\$16.23-\$23.46)	

	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
Passenger	\$24.78-\$28.96	\$26.64-\$31.13
Service Director	(\$22.84-\$26.69)	
Overtime Pay:	Double time (time and one-half) for all duty time in excess of 14 hours.	
Night Flying Premium:	Effective February 1, 1979, 50¢ per hour between 10 p.m. and 6 a.m. in addition to minimum guarantee.	
Maternity Leave:	17 weeks following birth of child. Guarantee of return to work. (Previously, in accordance with Company policy.)	
Sick Leave:	3:30 (2:35) hours for each full month of service, up to a maximum of 160 hours.	
Health and Welfare:	<u>Extended Health Care Plan</u> - Eyeglass option (new) provides benefits of \$75 per dependent.	
	<u>Dental Plan</u> - Employer contributes monthly: Single - \$5.01 (\$4.64); Married - \$10.09 (\$9.34); Family - \$14.58 (\$13.50).	
Pension Plan:	Earlier retirement option of age plus service equals 70.	
Cleaning Allowance:	\$14 (\$12) per month.	

Canadian Pacific Air Lines Ltd., system-wide - Division 7, Railway Clerks (AFL-CIO/CLC) (agents, dispatchers, assistant dispatchers, ground hostesses and teletypists): A 24-month renewal agreement effective from October 30, 1978 to November 2, 1980, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Jan. 1/79</u>	<u>Sept. 24/79</u>	<u>May 5/80</u>
General Increases	8.5%	6%	
Adjustment			0.8%
<u>Monthly Rates</u>			
Teletypist	\$858.24-\$1,330.21 (\$791.00-\$1,226.00)	\$909.73-\$1,410.02	
Agent	\$858.24-\$1,519.00 (\$791.00-\$1,400.00)	\$909.73-\$1,610.14	\$917.01-\$1,623.02
Dispatcher	\$1,702.37-\$2,291.52 (\$1,569.00-\$2,112.00)	\$1,804.51-\$2,429.01	\$1,818.95-\$2,448.44

Bereavement Leave (new): 2 days' paid leave in the event of the death of an employee's spouse, son, daughter, parents, brother, sister, parents-in-law, grand-parents or legal guardian.

In addition, 1 day's paid leave if out-of-town travel related to the death exceeds 160 kilometres one-way.

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 409 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.4%
	Teacher Category 1 0-10 years	\$12,785-\$21,801 (\$12,005-\$20,470)
	Teacher Category 4 0-11 years	\$15,195-\$27,637 (\$14,268-\$25,950)
	Vice Principal 0-3 years	\$30,950-\$33,668 (\$29,061-\$31,613)
	Principal 0-3 years	\$34,961-\$38,021 (\$32,827-\$35,700)

Frontenac-Lennox and Addington County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 227 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>
	General Increases	5.25%	1.25%, non-compounded
	Teacher-Category D 0-6 years	\$9,742-\$14,134 (\$9,256-\$13,429)	\$9,858-\$14,302
	Teacher-Category A1 0-11 years	\$12,613-\$21,285 (\$11,984-\$20,223)	\$12,763-\$21,538
	Teacher-Category A4 0-12 years	\$15,091-\$26,240 (\$14,338-\$24,931)	\$15,270-\$26,552

Responsibility Allowance: Principals
 11 or more full-time teachers - \$5,300 (\$5,000).
 1 - 10 full-time teachers - \$4,300 (\$4,000).

Health and Welfare: Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees.

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement (with a mid-term wage reopener) effective from September 1, 1978 to August 31, 1980, covering 1,320 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	General Increase	6%	To be negotiated.

Annual Rates

Teacher, Level 1	\$9,273-\$13,818
0-5 years	(\$8,748-\$13,036)
Teacher, Level 4	\$13,301-\$22,393
0-9 years	(\$12,548-\$21,125)
Teacher, Level 7	\$16,331-\$28,454
0-12 years	(\$15,407-\$26,843)

Principal

"A" Schools (450 or more students for K-8 and Middle Schools; 500 or more students for all other schools) - \$29,073 to \$34,683 (\$27,425 to \$32,720), ranging from 0 to 5 years of experience.

"B" Schools (less students than above) - \$29,073 to \$32,439 (\$27,425 to \$30,602), ranging from 0 to 3 years of experience.

Vice Principal - Minimum salary is grid plus an allowance of \$3,494 (unchanged) or \$22,673 (\$21,390), whichever is greater. Annual increment is \$1,122 (\$1,059). Maximum salary is \$28,510 (\$26,896).

Coordinator - \$32,495 to \$36,199 (\$30,655 to \$34,151), ranging from 0 to 4 years of experience.

Assistant Coordinator - \$30,110 to \$32,888 (\$28,405 to \$31,027), ranging from 0 to 3 years of experience.

Health and
Welfare:

Life Insurance, OHIP and Extended Health Care - Effective September 1, 1978, employer pays 75% of the cost of premiums based on the September 1, 1978 (1977) premiums. Effective September 1, 1979, employer contributions are based on the September 1, 1979 premium rates.

Dental Plan (new) - Basic, preventive coverage based on the 1978 Ontario Dental Association fee schedule is to be implemented as soon as possible. Employer pays 75% of cost of premiums. (Previously, employees paid for and administered their own plan.)

Professional
Development
Fund:

\$130,000 for the calendar year 1979. \$130,000 for the calendar year 1980. (Previously, the employer was required to set aside a fund equal to 1/2% of the annual salary of all elementary day school teachers.)

Halton Board of Education - Ontario Secondary School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,165 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6%

<u>Annual Rates</u>	<u>Sept. 1/78</u>
Teacher, Category I 0-9 years	\$13,301-\$22,393 (\$12,548-\$21,125)
Teacher, Category IV 0-12 years	\$16,331-\$28,454 (\$15,407-\$26,843)
<u>Principal</u> 0-5 years	\$34,909-\$39,620 (\$32,932-\$37,377)
<u>Vice Principal</u> 0-4 years	\$30,643-\$33,899 (\$28,908-\$31,980)
<u>Coordinator</u> 0-4 years	\$32,495-\$36,199 (\$30,655-\$34,151)
<u>Assistant Coordinator</u> 0-3 years	\$30,110-\$32,888 (\$28,405-\$31,027)

Health and Welfare: Life Insurance, OHIP and Extended Health Care - Effective September 1, 1978, employer pays 75% of the cost of premiums based on the September 1, 1978 (1977) premiums.

Dental Plan (new) - Basic, preventive coverage based on the 1978 Ontario Dental Association fee schedule is to be implemented as soon as possible. Employer pays 75% of cost of premiums. (Previously, employees paid for and administered their own plan.)

Professional Development Fund: \$100,000 for calendar year 1979. (Previously, the employer was required to set aside a fund equal to 1/2% of the annual salary of all secondary day school teachers.)

Muskoka Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 250 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages: Lump sum payment of \$100 for all full-time teachers. Prorated for half-time teachers.

Effective	<u>Jan. 1/79</u>	<u>Sept. 1/79</u>
Increases	8.4%-9.5%	6%
Teacher Cat. 1 0-5 years	\$9,660-\$14,310 (\$8,910-\$13,133)	\$10,240-\$15,170
Teacher Cat. 4 0-10 years	\$13,086-\$22,726 (\$12,024-\$20,786)	\$13,870-\$24,090
Teacher Cat. 7 0-13 years	\$14,920-\$27,608 (\$13,692-\$25,219)	\$15,820-\$29,262

Extra Degree Allowance: Effective in the first contract year, \$742 (\$700). Effective in the second contract year, \$787.

Responsibility Principals - Payment is as follows:
Allowances:

	<u>Enrolment</u>	<u>1978-79</u>	<u>1979-80</u>
A Schools	301+	\$7,420	\$7,865
B Schools	101-300	\$6,050	\$6,413
C Schools	1-100	\$1,535	\$1,627

Vice-Principals - Payment is as follows:

	<u>Enrolment</u>	<u>1978-79</u>	<u>1979-80</u>
A Schools	301+	\$3,710	\$3,933
B Schools	101-300	\$1,950	\$2,067
C Schools	1-100	\$ 140	\$ 148

Previously, payment of responsibility allowances for Principals and Vice-Principals was as follows:

	<u>Enrolment</u>	<u>Principals</u>	<u>Vice-Principals</u>
A Schools	401+	\$7,060	\$3,540
B1 Schools	301-400	\$5,760	\$2,340
B2 Schools	201-300	\$5,760	\$1,856
C Schools	101-200	\$3,360	\$ 540
D Schools	25-100	\$1,460	\$ 130

Divisional Co-ordinators - \$3,247 in 1978-79. \$3,442 in 1979-80.
(Previously, \$3,063.)

Divisional Consultants - \$1,392 in 1978-79. \$1,476 in 1979-80.
(Previously, \$1,313.)

Peel Board of Education - Employees' Association (Ind.) (custodial, maintenance and printing staff, storekeepers, cafeteria help and school bus drivers): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	5½%
	Cafeteria Worker	\$4.08 (\$3.87)
	Matron (Full-time)	\$8,501-\$10,043 (\$8,058-\$ 9,519)
	Assistant Custodian (Full-time)	\$12,240-\$13,440 (\$11,602-\$12,740)
	Electrician	\$20,883 (\$19,794)

Probationary period is 6 months. Maximum rates for Matron and Assistant Custodian are reached after one 1-year increase.

Health and Welfare: Life Insurance, OHIP and Extended Health Care Plan - Effective July 1, 1978, employer pays 100% (90%) of cost of premiums at time of signing.

Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board - Peterborough Unit, Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 300 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	3.5%-7.4%
	Teacher Level 1 0-5 years	\$10,160-\$13,063 (\$ 9,460-\$12,363)
	Teacher Level 4 0-12 years	\$12,733-\$21,870 (\$11,933-\$21,070)
	Teacher Level 7 0-12 years	\$15,198-\$26,888 (\$14,298-\$25,988)

Health and Welfare: Extended Health Care Plan - Effective February 1, 1979, employer pays 75% (50%) of cost of premiums.

Dental Plan (new) - Effective January 1, 1979, employer pays 50% of cost of premiums for Blue Cross Dental Plan #9.

Moving and Travelling Expenses (new): Effective January 1, 1979, if a teacher who is under permanent contract with the Board at the time of notification of transfer is transferred at the Board's initiative and is required to travel a distance of 20 miles or more one way, he/she shall be paid a travelling allowance in accordance with Board policy for a period of 1 year.

If the transferee chooses to move to the location of his/her new posting, the Board will assume the actual haulage costs.

Wellington County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 250 employees, settled with mediation assistance. Duration of negotiations - 11½ months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	General Increases	6%	7%
	Teacher I 0-6 years	\$9,683-\$14,091 (\$9,135-\$13,293)	\$10,360-\$15,077
	Teacher IV 0-11 years	\$12,259-\$22,496 (\$11,565-\$21,223)	\$13,117-\$24,070
	Teacher VII 0-13 years	\$14,930-\$27,442 (\$14,085-\$25,889)	\$15,975-\$29,362

Responsibility Principals:
Allowances:

- i) Basic allowance is \$2,525 for 1978-79 and \$2,626 for 1979-80. (Previously, \$1,956 in schools with 1 to 9 rooms and \$2,478 in schools with 10 or more rooms.)
- ii) Experience allowance is \$108 (unchanged) per year, to a maximum of 10 years.
- iii) Teacher allowance is \$200 (unchanged) per teacher, excluding the Principal.

Vice-Principals:

- i) Basic allowance is \$1,320 for 1978-79 and \$1,372 for 1979-80. (Previously, \$1,247.)
- ii) Experience allowance is \$108 (unchanged) per year, to a maximum of 10 years.
- iii) Teacher allowance is \$119 (unchanged) per teacher, excluding the Principal and Vice-Principal.

Supervisors: \$3,300 (\$3,112) for 1978-79 and \$3,432 for 1979-80.

Curriculum Coordinators: \$2,728 (\$2,574) for 1978-79 and \$2,837 for 1979-80.

York County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,200 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages: Effective Sept. 1/78

Annual Rates

Teacher, Category D	\$9,990-\$13,876
0-5 years	(\$9,355-\$13,040)

Teacher, Category A1	\$13,514-\$22,864
0-11 years	(\$12,695-\$21,570)

Teacher, Category A4	\$15,894-\$28,408
0-12 years	(\$14,960-\$26,800)

Principals

0-5 years

Schools with less than 500 students	\$28,890-\$32,998
	(\$27,255-\$31,130)

Schools with 500 or more students	\$30,613-\$34,720
	(\$28,880-\$32,755)

Health and Insurance Premiums - All increases in premium costs after
Welfare: September 1, 1978 are to be shared on a 50/50 basis. (Previously, not stipulated.)

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 480 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Mar. 1/78</u>
	General Increase	16¢
	Housekeeping Aide	\$4.60-\$4.75 (\$4.44-\$4.59)
	Stationary Engineer	\$6.61-\$6.86 (\$6.45-\$6.70)

Probationary period is 60 calendar days. Maximum rates are reached after one 6-month increase.

Shift Premium: 0-21.5¢-21.5¢ (0-19.375¢-19.375¢).

Health and Welfare: Retirees' Life Insurance and A.D. & D. - \$1,500 (\$1,000) coverage.

LOCAL ADMINISTRATION

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 382 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	6% on 1st Class Fire Fighter's rate
	4th Class Fire Fighter	\$15,056 (\$14,203)
	1st Class Fire Fighter	\$20,075 (\$18,938)
	Assistant Deputy Chief	\$31,317 (\$29,543)

Previous rates reflect an upward adjustment of .2% made as a result of an appeal to the Administrator of the Anti-Inflation Board.

Addendum

June 1978 Settlements

CONSTRUCTION

Metropolitan Toronto Sewer and Watermain Contractors Association and 2 others*:

Three 22-month renewal agreements effective from June 26, 1978 to April 30, 1980, covering approximately 2,500 employees, settled with mediation assistance during a work stoppage and ratified in June, 1978. Duration of negotiations - 3 months.

*Labourers Local 183 and the Ontario Utility Contractors Association bargained jointly with these 3 Associations and ratified their basic settlement, as they did, on June 25, 1978. However, because the other Locals involved in the Ontario Utility Contractors Agreement came to a settlement on their own several months after Local 183's ratification of its memo, the new Utility Agreement will be treated as a separate settlement and reported when details are available.

Monetary changes are set out below by individual contract.

A. Metropolitan Toronto Sewer and Watermain Contractors Association - Local 183, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.).

This agreement covers approximately 1,500 employees.

Wages:

Effective	<u>June 26/78</u>	<u>Oct. 1/78</u>
Increases	Open Cut Labourers - 51¢, except for Flagmen and Casual Watchmen - 41¢, Watchmen - 40¢ and Pipe-layers - 61¢. Tunnel Work Labourers - 56¢, except for Watchmen - 40¢. Teamsters - 20¢.	Open Cut Labourers - 5¢. Tunnel Work Labourers - 10¢. No increase for Flagmen and Watchmen. No increase for Teamsters.

Labourers, Local 183

Labourer (open cut)	\$8.76 (\$8.25)	\$8.81
Pipelaye (open cut)	\$9.36 (\$8.75)	\$9.41
Miner (tunnel work)	\$10.01 (\$ 9.45)	\$10.11

Teamsters, Local 230

Dump Truck Driver (open cut)	\$8.80 (\$8.60)
Float Driver (open cut)	\$9.15 (\$8.95)

Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
Increases	Open Cut Labourers - 30¢. Tunnel Work Labourers - 35¢. Flagmen and Watchmen - 40¢. Teamsters - 36¢.	Labourers - 15¢. No in- crease for Flagmen and Watchmen. Teamsters - 20¢.

Labourers, Local 183

Labourer (open cut)	\$9.11	\$9.26
Pipelaye (open cut)	\$9.71	\$9.86
Miner (tunnel work)	\$10.46	\$10.61

Teamsters, Local 230

Dump Truck Driver (open cut)	\$9.16	\$9.36
Float Driver (open cut)	\$9.51	\$9.71

Previous rates reflect a rollback by the Anti-Inflation Board.

Hours of Work: Clarification of work hours as being 10 hours per day and 48 hours per week. (Previous contract stated that, effective April 1, 1978, weekly hours would total 45.)

Health and Welfare: Labourers - Effective April 1, 1979, employer contributes 62¢ (30¢) per hour worked.

Teamsters - Effective June 26, 1978, employer contributes 30¢ (new) per hour worked. Effective April 1, 1979, 60¢.

Industry and Training Fund (new): Effective June 26, 1978 for Labourers Local 183 only, employer contributes 3¢ per hour worked. Effective October 1, 1978, 6¢.

Mileage Allowance: 12¢ per road kilometre (previously, 17¢ per road mile). Effective April 1, 1979, 13¢ per road kilometre.

Out of Town Allowance: Up to a maximum of \$15 per day, to a maximum of \$75 per week.

Clothing Insurance: Employee is reimbursed up to a maximum of \$85 (\$60) for loss of clothing due to fire on the employer's premises.

B. Metropolitan Toronto Road Builders' Association - Local 183, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.). This agreement covers approximately 500 employees.

Wages:

Effective	<u>June 26/78</u>	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
Increases	Labourers 51¢, except for Flagmen and Casual Watchmen - 41¢, Watchmen - 40¢, Asphalt Rakers - 61¢ and Fine Grade Lead Hands - 71¢. Teamsters - 20¢.	Labourers - 25¢, except for Flagmen and Casual Watchmen - 41¢ and Watchmen - 40¢. Teamsters - 31¢.	15¢ for all employees except Flagmen, Casual Watchmen and Watchmen who receive no increase. Teamsters - 15¢.
Labourer (Local 183)	\$8.66 (\$8.15)	\$8.91	\$9.06
Truck Driver (Local 230)	\$8.80 (\$8.60)	\$9.11	\$9.26
Pipelayer (Local 183)	\$9.11 (\$8.60)	\$9.36	\$9.51

Previous rates reflect a rollback by the Anti-Inflation Board.

Weekly Hours: 50 (55) hours for Watchmen.

Shift Premium: 30¢ (25¢) per hour for all work performed in the shop on a regularly scheduled second or third shift. 35¢ (30¢) per hour for such work performed on a project.

For other changes see Health and Welfare, Industry and Training Fund, Mileage Allowance, Out of Town Allowance and Clothing Insurance as reported for the Metropolitan Toronto Sewer and Watermain Contractors Association Agreement, Section A.

- C. Toronto Heavy Construction Association (Heavy Construction and TTC Subway Agreement) - Local 183, Labourers (AFL-CIO/CLC). This agreement covers approximately 500 employees.

Wages:

Effective	<u>June 26/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
Increases	51¢, except for Flagmen - 41¢ and Watchmen - 40¢.	5¢, except for Flagmen and Watchmen who receive no increase. Timbermen in trenches - 25¢.	30¢, except for Flagmen and Watchmen - 40¢ and Timbermen in trenches - 10¢.	15¢, except for Flagmen and Watchmen who receive no increase.
Labourer (on surface)	\$9.79 (\$9.28)	\$9.84	\$10.14	\$10.29
Welder (certified) in tunnel	\$11.27 (\$10.76)	\$11.32	\$11.62	\$11.77

Previous rates reflect a rollback by the Anti-Inflation Board.

For other changes see Health and Welfare and Industry and Training Fund as reported for the Metropolitan Toronto Sewer and Watermain Contractors Association Agreement, Section A.

Thunder Bay Construction Association - Local 1669, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 600 employees, settled at the conciliation officer stage and ratified in June, 1978. Duration of negotiations - 2½ months.

This collective agreement covers all work of the Carpenters jurisdiction other than work performed in the industrial and commercial and institutional sector and the electrical power sector, and also includes work performed in other sectors that may evolve through subsequent Government legislation.

Wages:	Effective	<u>May 30/78</u>	<u>May 1/79</u>
	General Increases	65¢	70¢
	Journeyman	\$12.45 (\$11.80)	\$13.15
Board Allowance:	Effective May 30, 1978, \$14.50 (\$13.50) per day. Effective May 1, 1979, \$16 per day.		
Commuting and Travelling Allowance:	Effective May 30, 1978, 25¢ (22¢) per mile.		
Tool Replacement:	Effective May 30, 1978, employer replaces tools to a maximum value of \$400 (\$250) in the event of their loss by fire or theft from a tool lockup, or their damage by industrial mishap.		

Toronto Residential Masonry Contractors - Local 2, Bricklayers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 300 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>June 1/78</u>	<u>Nov. 1/78</u>
	General Increases	35¢	30¢
	Journeyman Bricklayer	\$11.10 (\$10.75)	\$11.40
	Effective	<u>June 1/79</u>	<u>Nov. 1/79</u>
	General Increases	20¢	30¢
	Journeyman Bricklayer	\$11.60	\$11.90
Pension Fund:	Effective November 1, 1978, employer contributes 25¢ (20¢) per hour worked. Effective June 1, 1979, 40¢ per hour worked.		
Industry Fund (new):	Effective June 1, 1978, employer contributes 5¢ per hour worked.		
Travelling Expenses:	Effective June 1, 1978, \$4.00 (\$3.50) per day in Zone 2. Effective June 1, 1979, \$4.50.		

September 1978 Settlement

CONSTRUCTION

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario and the Industrial Contractors Association of Canada, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 20-month renewal agreement effective from September 6, 1978 to April 30, 1980, covering 14,000 employees, settled with mediation assistance during a work stoppage and ratified in September, 1978. Duration of negotiations - 8 months.

MASTER AGREEMENT

Effective	<u>Sept. 6/78</u>	<u>May 1/79</u>
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Local 785, Cambridge

Journeyman	\$10.14 (\$9.45)	\$10.59
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Pension	15¢ (new)	
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Local 18, Hamilton

Journeyman	\$12.22 (\$11.26)	\$12.67
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Pension	70¢ (60¢)	
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Local 249, Kingston

Journeyman	\$12.68 (\$11.88)	\$13.14
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Lake Ontario District Council: Local 572 - Belleville, Local 1071 - Cobourg, Local 397 - Oshawa and Local 1450 - Peterborough

Journeyman (Peterborough)	\$11.12 (\$10.35)	\$11.57
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Journeyman (Belleville, Cobourg and Oshawa)	\$11.40 (\$10.63)	\$11.85
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Health and Welfare	50¢ (35¢)	
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Local 93, Cornwall and Ottawa

Journeyman (Cornwall)	\$10.18 (\$9.27)	\$10.55
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Journeyman (Ottawa)	\$11.95 (\$11.05)	\$12.32
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Pension	15¢ (no change)	25¢
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Local 2466, Pembroke

Journeyman	\$9.65 (\$8.89)	\$10.11
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Health and Welfare	50¢ (35¢)	
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	<u>Sept. 6/78</u>	<u>May 1/79</u>
<u>Local 38, St. Catharines</u>		
Journeyman	\$12.67 (\$11.98)	\$13.13

Local 1256, Sarnia

All terms and conditions of the existing agreement remain in effect until April 30, 1979. Effective May 1, 1979, the following changes shall be made:

Journeyman	\$12.63 (\$12.50)
Cost of Living Allowance	Discontinued
General Foreman's Premium	\$2.10 (\$2.00)
Area Foreman's Premium	\$1.60 (\$1.50)
Foreman's Premium	\$.85 (\$.75)
Vacation Pay	10% (9%)

Local 446, Sault Ste. Marie

Journeyman	\$11.32 (\$10.54)	\$11.77
Health and Welfare	50¢ (35¢)	

Local 1988, Smiths Falls

Journeyman	\$11.76 (\$10.94)	\$12.22
Health and Welfare	50¢ (35¢)	

Local 2486, Sudbury

Journeyman	\$11.60 (\$10.98)	\$12.05
Health and Welfare	50¢ (40¢)	

Local 1669, Thunder Bay

Journeyman	\$12.71 (\$11.80)	\$13.16
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Local 1669, Kenora/Rainy River

Journeyman	\$12.71 (\$11.80)	\$13.16
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Toronto District Council, OLRB Area #8

Effective	<u>Nov. 1/78</u>	<u>May 1/79</u>
Journeyman	\$12.35 (\$11.55)	\$12.74
Health and Welfare	55¢ (unchanged)	62¢
Pension	70¢ (57¢)	

Toronto District Council, OLRB Area #18 (Barrie, Midland and Orillia)

Effective	<u>Sept. 6/78</u>	<u>May 1/79</u>
Journeyman	\$10.32 (\$9.59)	\$10.77
Health and Welfare	20¢ (10¢)	

Western Ontario District Council

i) Local 2222, Goderich

Journeyman	\$11.65 (\$11.03)	\$12.10
Health and Welfare	50¢ (40¢)	

ii) Local 1946, London

Journeyman	\$11.64 (\$10.92)	\$12.09
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iii) Local 2050, Owen Sound

Journeyman	\$11.65 (\$11.03)	\$12.10
Health and Welfare	50¢ (40¢)	

iv) Local 2451, Stratford

Journeyman	\$11.51 (\$10.89)	\$11.96
Health and Welfare	50¢ (40¢)	

v) Local 494, Windsor

Journeyman	\$11.36 (\$10.65)	\$11.82
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Each trade appendix contains those provisions which are not common to all employers represented by the EBA and to all affiliated bargaining agents of the Ontario Provincial Council. Such provisions shall be read as an amendment or addition to those provisions in the master portion of the Agreement.

A. ACOUSTIC AND DRYWALL APPENDIX

In respect to wages, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in this Appendix, the schedule for Carpenter in the master portion of the Agreement shall apply.

Note: When an employer is tendering to an owner-developer not bound by this Agreement, for Drywall only the rate of wages shall be 50¢ per hour less than as set out in the schedules. This clause shall be in effect only until April 30, 1980.

Effective	<u>Sept. 6/78</u>	<u>May 1/79</u>
<u>Local 1617, Barrie</u>		
Journeyman	\$11.16 (\$10.34)	\$11.61
Pension	30¢ (20¢)	
<u>Local 785, Cambridge</u>		
Journeyman	\$10.14 (\$9.36)	\$10.59
Pension	15¢ (new)	
<u>Local 18, Hamilton</u>		
<u>Local 249, Kingston</u>		
<u>Local 1316, London</u>		
Journeyman	\$11.70 (\$10.97)	\$12.15
Health and Welfare	50¢ (30¢)	
<u>Local 2041, Ottawa</u>		
Journeyman	\$10.91 (\$10.22)	\$11.36
Pension	30¢ (8¢)	
<u>Local 2466, Pembroke</u>		
<u>Lake Ontario District Council: Local 572 - Belleville, Local 1071 - Cobourg, Local 397 - Oshawa and Local 1450 - Peterborough</u>		
<u>Local 38, St. Catharines</u>		
Journeyman	\$12.67 (\$11.98)	\$13.13
Board Allowance	\$25 (new) per day	
Travelling Allowance	\$3.50-\$12.50 per day (\$3.00-\$ 8.00)	
<u>Local 1256, Sarnia</u>		
<u>Local 446, Sault Ste. Marie</u>		
<u>Local 1988, Smiths Falls</u>		
<u>Local 2486, Sudbury</u>		
<u>Local 494, Windsor</u>		

The following provisions are applicable to all acoustic and dry-wall Locals:

Apprenticeship Fund:	Employer contributes 1¢ per hour earned. (Unchanged for previous member Locals of the Ontario Acoustical Association. New for the Kingston, Sarnia and Pembroke Locals.)
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Council Promotional Fund: Employer contributes 2¢ per hour earned. (Unchanged for previous member Locals of the Ontario Acoustical Association. New for the Kingston, Sarnia and Pembroke Locals.)

B. CAULKING APPENDIX

In respect to wages, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in this Appendix, the schedule for Carpenter in the master portion of the Agreement shall apply.

Effective	<u>Sept. 6/78</u>	<u>May 1/79</u>
<u>Local 1747, Toronto</u>		
Journeyman	\$10.05 (\$9.40)	\$10.55

The following provision is applicable to Caulkers, only:

Statutory Holidays: When any of the enumerated statutory holidays falls on a Monday, the Friday preceding such statutory holiday shall also be recognized as a holiday.

C. RESILIENT FLOOR WORKERS APPENDIX

In respect to wages, commuting, travel, transfer, board allowance and lodging, where in any geographic area no schedule appears in this Appendix, the schedule for Carpenter in the master portion of the Agreement shall apply.

Effective	<u>Sept. 6/78</u>	<u>May 1/79</u>
<u>Local 18, Hamilton</u>		
Journeyman Resilient Floor and Carpet Layer	\$10.34 (\$9.57)	\$10.92

Pension 70¢ (60¢)

Local 93, Cornwall and Ottawa

Journeyman Resilient Floor and Carpet Layer	\$10.62 (\$10.12)	\$11.11
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Health and Welfare 25¢ (new)

Pension 15¢ (no change) 25¢

Apprenticeship Fund 1¢ (new)

Local 38, St. Catharines

Journeyman Resilient Floor and Carpet Layer	\$11.24 (\$10.70)	\$11.82
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	<u>Sept. 6/78</u>	<u>May 1/79</u>
<u>Local 2965, Toronto</u>		
Journeyman Resilient	\$10.78 (\$10.28)	\$11.18
Floor and Carpet Layer		
Health and Welfare	55¢ (35¢)	65¢
Pension	25¢ (20¢)	35¢
<u>Western Ontario District Council</u>		
i) <u>Goderich, London, Owen Sound and Stratford</u>		
Journeyman Resilient	\$10.50 (\$9.95)	\$11.08
Floor and Carpet Layer		
ii) <u>Windsor</u>		
Journeyman Resilient	\$10.69 (\$10.15)	\$11.27
Floor and Carpet Layer		

Unless indicated otherwise, the following provisions are applicable to all member Locals of the Master Agreement and its Appendices:

Foreman Differential:	Unless indicated otherwise in the schedules, all cents-per-hour responsibility premiums paid to Foremen increase by 15¢ effective September 6, 1978, and by 10¢ effective May 1, 1979.
Leader, Lead Hand and Sub-Foreman Differential:	Unless indicated otherwise in the schedules, all cents-per-hour responsibility premiums paid to Leaders, Lead Hands and Sub-Foremen increase by 10¢ effective September 6, 1978, and by an additional 10¢ effective May 1, 1979.
Reporting Pay (except Caulkers)	<u>General</u> - 2 hours' pay plus any applicable travel allowance. (Previously, varied by individual Local from 1 to 4 hours' pay.)
	<u>Inclement Weather</u> - 1 hour's pay plus any applicable travel allowance. (Previously, varied by individual Local between 0 and 2 hours' pay.)
Paid Rest Periods:	Two of 10 minutes' duration each per day. (Previously, in some Locals duration of rest period was 15 minutes.)
Statutory Holidays:	9 days plus Armistice Day where previously recognized. (See Caulking Appendix.) Any work performed on a statutory holiday is paid for at two times the regular hourly rate applicable.
Vacation Pay:	<u>Local 1256, Sarnia</u> - Effective May 1, 1979, 10% (9%) vacation pay.
	<u>All Other Locals</u> - Effective in the first contract year, 10% vacation pay. (Previously, vacation pay varied by Local from 8% to 10%.) The adjustment necessary to raise vacation pay is taken out of the employee's base hourly rate.

Health and Welfare:	<u>OHIP</u> - If, during the term of the Agreement, the OHIP premium is raised, upon the recommendation of the trustees the welfare contribution shall be increased and the employee's base rate shall be reduced by like amount.
Board Allowance:	Current board allowances increase by 10%. (Previously, they varied by Local to up to \$25 per day worked.)
Mileage Allowance:	Current mileage allowances increase by 3¢ per mile or kilometre, except for the Cornwall Local where the increase is 2¢ per mile.
Travel Expense Allowances:	Per diem travel expense allowances increase by 50¢, unless otherwise reported in the schedules.
Tool/Clothing Compensation:	In the event of fire, industrial mishap or burglary, the employer compensates the employee to up to a maximum of \$400 for tools and \$65 for clothing.
Association Administration Fund:	Employer contributes 5¢ per hour earned. (Previously, contribution varied between 1¢ and 5¢ where the Local had such a fund.)

October 1978 Settlement

CONSTRUCTION

Construction Site Teamster Employer Bargaining Agency, province-wide - Teamster Construction Council of Ontario, Teamsters (Ind.) (commercial, industrial and institutional construction): A 20½-month renewal agreement effective from August 16, 1978 to April 30, 1980, covering 500 employees, settled at the bargaining stage and ratified in October, 1978. Duration of negotiations - 4 months.

Due to the unavailability of information on the previous monetary practices of the various member Locals, the report which follows simply outlines the new monetary contract for Teamsters on ICI construction. Monetary improvements were largely confined to hourly wage rate and corresponding cents-per-hour vacation pay payment, premium pay and health and welfare.

Wages:	Effective	<u>Aug. 16/78</u>	<u>May 1/79</u>
Package Increases		80¢, except for Sarnia	60¢, except for Sarnia
		<u>Fork Lift Driver 5 tons and over</u>	
Chatham and Windsor		\$9.40	\$9.86
Sarnia		\$11.36	\$11.06
Toronto		\$9.77	\$10.23
Hamilton		\$10.28	\$10.74
Barrie		\$8.00	\$8.45
Belleville, Brockville and Kingston		\$9.62	\$10.08

	<u>Aug. 16/78</u>	<u>May 1/79</u>
Cornwall, Ottawa and Smiths Falls	\$8.62	\$9.07
Pembroke	\$7.84	\$8.29
Cobourg and Oshawa	\$8.76	\$9.22
Peterborough	\$7.82	\$8.29
Fort Frances, Kenora, Moose Factory and Thunder Bay	\$9.97	\$10.43
Guelph, Kitchener, Orangeville and Waterloo	\$7.99	\$8.45
London and Owen Sound	\$8.88	\$9.34
Sault Ste. Marie	\$8.21	\$8.68
Kirkland Lake, North Bay, Sudbury and Timmins	\$8.39	\$8.85

Hours of Work: 8 hours per day and 40 hours per week, except on site preparation and excavation work where the hours are 9 per day and 45 per week.

Premium Pay: Foreman - \$1 per hour over Class #1 rate. General Foreman (Sarnia only) - \$2 per hour over Class #1 rate.

Shift Premium: Time and one-seventh on second and third shift.

Rest Periods: Two 10-minute paid rest periods per shift.

Reporting Pay: General - 4 hours' pay at straight time. Inclement Weather - 2 hours' pay at straight time.

Statutory Holidays: 9, plus any other statutory holiday declared by the Federal or Provincial Government before the expiration of this agreement.

Double time for all work performed on statutory holidays.

Vacation Pay: Varies between 7% and 10%.

Health and Welfare: Effective August 16, 1978, 60¢ per hour earned, except for Sarnia which has no Welfare Fund. Effective May 1, 1979, 70¢, including Sarnia.

Overtime Pay and Board and Travel Allowances: Unchanged from previous practice.

November 1978 Settlement

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont of Canada Limited, Nipissing Works at North Bay - Nipissing Independent Union (hourly-rated empls.): A wage reopener effective from December 5, 1978 to December 4, 1979, covering 276 employees and settled at the bargaining stage in November, 1978. Duration of negotiations - 1 day.

Wages:	Effective	<u>Dec. 5/78</u>
	Increase	5¢-12¢
	Labourer	\$6.00 (\$5.94)
	Mechanic - Class "A"	\$7.67* (\$7.55*)

*Plus a top trade premium of 34¢ per hour.

December 1978 Settlements

CLOTHING

Levi Strauss of Canada Inc. at Cornwall - Clothing and Textile Workers (AFL-CIO/CLC) (production, shipping, receiving and stocking employees): A 26-month renewal agreement effective from November 1, 1978 to December 31, 1980, covering 300 employees, settled at the conciliation officer stage and ratified in December, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
	Increases	45¢ for Group A, 35¢ for Group B and 30¢ for Group C and Production Operators	40¢ for Group A, 35¢ for Group B and C and 30¢ for Production Operators
	Production Operator - Grade I	\$3.37 (\$3.07)	\$3.67
	Group A - Cutter	\$4.74-\$5.96 (\$4.29-\$5.51)	\$5.14-\$6.36

Probationary period is 60 calendar days. Maximum rate for Cutter is reached after one 2-month and one 4-month increase.

Paid Holidays: Boxing Day is added, for a total of 11 days.

Paid Vacation: 3 weeks (new) after 5 years of service.

Health and Welfare: Life Insurance - \$3,000 (\$2,000) coverage.

Company Insurance Program (new) - Employer pays 100% of the premiums of a plan covering 90% of the cost of prescription drugs and providing full semi-private coverage. For all other eligible benefits there is a 25-dollar deductible, with a maximum deductible per family of \$50. 80%/20% co-insurance.

TRANSPORTATION

Voyageur Colonial Limited, various centres in Ontario and in Quebec, west of Montreal - Locals 267 and 306, Railway, Transport and General Workers (AFL-CIO/CLC) (bus operators, garage employees, information clerks, ticket clerks and parbus employees): A 23-month renewal agreement effective from December 21, 1978 to November 15, 1980, covering 460 Ontario employees, settled at the bargaining stage and ratified in December, 1978. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Nov. 15/78</u>	<u>Nov. 15/79</u>
	General	8%	7%
	Increases		
	Serviceman	\$7.04 (\$6.52)	\$7.53
	First Class Tradesman	\$9.00 (\$8.33)	\$9.63
	<u>Minimums</u>		
	Spare Operator out of town	\$35 per day (\$30)	\$35
	Booked Operator	\$50 per day (\$45)	\$55

Health and Welfare: Employer Contribution to the Trust Fund - Effective November 15, 1978, \$65 (\$53) per month per seniority employee. Effective November 15, 1979, \$75.

Pension Plan: Premium Payment - Employer pays a percentage of the employees' contributions to the Pension Fund. Effective November 15, 1978, 50% of employees' contributions to premium costs, that is, 2½% of employees' earnings. Effective November 15, 1979, 3 ¾% of employees' earnings. Effective November 15, 1980, 5% of employees' earnings. (Previously, employer made up the difference between premium costs and employees' contributions to the same.)

The Plan is currently under review.

Mileage Rate: Effective November 15, 1978, 26¢ (24¢) per mile for Bus Operators. Effective November 15, 1979, 27 ¾¢.

Other Monetary Allowances: Effective November 15, 1978, an 8% increase and, effective November 15, 1979, a 7% increase.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 24-month renewal agreement effective from July 24, 1978 to July 20, 1980, covering 445 employees, settled by arbitration in December, 1978. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 24/78</u>	<u>July 23/79</u>
	Increases	\$1,000-\$2,000	\$1,200-\$2,200
	DS-1	\$12,338-\$17,100 (\$11,338-\$16,100)	\$13,538-\$18,100

	<u>July 24/78</u>	<u>July 23/79</u>
DS-6	\$36,450-\$41,450 (\$34,450-\$39,450)	\$38,650-\$43,650
Paid Vacation:	Effective July 24, 1978, 4 weeks after 12 (13) years' service and 5 weeks after 26 (27) years.	
Field Work Allowance:	\$200 (\$175) for each 30 days on field work. Effective July 23, 1979 \$220.	
Flying Allowance (new):	\$45 per month.	

CONSTRUCTION

Non-Destructive Testing Companies, province-wide - Local 128, Boilermakers (AFL-CIO/CLC) and Local 46, Plumbers (AFL-CIO/CLC) (technicians, trainees and helpers): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 350 employees, settled at the bargaining stage and ratified in December, 1978. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	Increases	43¢-76¢	40¢-80¢
	Junior Technician	\$8.30 (\$7.54)	\$8.96
	Senior Technician	\$10.00 (\$ 9.28)	\$10.80
Shift Premium:	An additional 15% of base rate is paid for work on an afternoon or night shift. (Previously, 8 hours' pay for a 7½-hour afternoon shift or a 7-hour night shift.)		
Reporting Pay:	4 (2) hours' pay at the applicable rate.		
Standby Pay:	5 (4) hours' pay at the applicable rate per standby day.		
Overtime Pay:	On work performed on-site as part of new construction or revamp work covered by an on-site building trades agreement:		
	1) the overtime rate is double time (time and one-half); 2) an employee required to work on one shift for more than 5 days, whose shift is changed with less than 24 hours' notice, receives the applicable overtime rate for the first shift worked on the new schedule (new); and 3) when meals are not provided, 1 hour's pay at the applicable rate is granted in lieu (new).		
Paid Holidays:	1 floating day is added, for a total of 12 days.		
Bereavement Leave:	Mother-in-law and father-in-law are included for up to 3 days' paid leave.		
Health and Welfare:	<u>Long Term Disability Plan (new)</u> - Employer pays 100% of premium costs for a plan providing benefits of \$400 per month, for up to a maximum of 3 years.		

Mileage 30¢ (25¢) per mile.
Allowance:

Subsistence Minimum of \$25 (\$19) per day, where applicable.
Allowance:

Negotiations in Progress during January 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg Sta
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	800	CO
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	246	CO
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	250	CO
The Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	800	B
Atlas Steels Co. (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers Union (Ind.) (hourly-rated empls.)	1,750	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	300	CO
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	WS
Boots Drug Stores (Canada), province-wide (except Ottawa-Carleton Regional Municipality)	Retail Clerks (AFL-CIO/CLC)	500	CO
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	ME
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Canada Packers Ltd. (York Farms Div.), Brantford and Brantford Airport	Foodworkers (AFL-CIO/CLC)	205	B
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	CO
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	B
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	210	B
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	380	B
Canadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	286	CO
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	350	B

* See page 58 for definition of codes.

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	PMB
A.R. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	310	B
Cliffs of Canada Ltd. (Adams and Sherman Mines), Kirkland Lake and Temagami	Steelworkers (AFL-CIO/CLC)	755	B
Consumers Distributing Co. Ltd., Mississauga	Teamsters (Ind.)	250	B
Continental Groups of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775	CO
Brothers Ltd., Toronto	Auto Workers (CLC)	205	CO
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	341	B
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	300	CO
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	350	B
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,225	CO
Dobbie Industries Ltd., Worsted Div., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	200	CO
Douglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	745	B
Dominion Bridge Co. Ltd., Mount Dennis Plant, Toronto	Steelworkers (AFL-CIO/CLC)	257	B
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	350	PCB
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (production empls.)	810	B
Durham Board of Education	CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	350	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	MED
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	250	CO
Durham Regional Police	Police Assn. (Ind.)	347	B

** Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Eaton Yale Ltd., Suspension Div., Chatham and Wallaceburg	Auto Workers (CLC)	970	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	510	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	ARI
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	B
Extendicare Ltd. and other nursing homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,740	B
Falconbridge Nickel Mines Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	220	B
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	540	B
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	440	B
Frontenac County Board of Education	CUPE (CLC)	240	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	PF
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	PF
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	250	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	B
Gulf Canada Ltd. (Clarkson Refinery), Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	400	B
Halton Regional Police	Police Assn. (Ind.)	270	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	MEL
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	PC
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	800	ARI
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	307	B

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	217	B
Land Association of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	500	B
Milroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
Moneywell Ltd., Scarborough	Auto Workers (CLC)	650	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	280	CO
Inco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
Kayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Kellogg Salada Co. Ltd., Rexdale	Bakery and Tobacco Workers (AFL-CIO/CLC)	200	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	MED
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	CO
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	PCB
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209	ARB
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	590	B
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	B
Lakehead Terminal Elevators Assn., Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	270	CO
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
Leear Siegler Industries Ltd. (General Seating Div.), Kitchener	Auto Workers (CLC) (production empls.)	915	PCB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	MED
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	PMB
Leigh Instruments Ltd. (Industrial Products Div.), Waterloo	Auto Workers (CLC) (production empls.)	680	CO

**Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Libby, McNeill & Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	225	B
Lily Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	390	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	218	B
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	200	B
London City Board of Education	CUPE (CLC) (office and clerical empls., full and part-time)	288	CO
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	CO
London City Corp.	CUPE (CLC) (outside empls.)	510	CO
London City Corp.	Fire Fighters (AFL-CIO/CLC)	298	B
London City Corp. (Dr. John Dearnness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	216	PC
London City Public Utilities Commission	CUPE (CLC)	353	CO
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	750	B
McGraw-Edison of Canada Ltd., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (clerical and garage empls., parking control officers, cadets and matrons)	1,450	CO
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (uniformed empls.)	5,300	CO
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	350	B
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	300	B
Niagara Falls City Corp.	CUPE (CLC)	250	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	B
Niagara Regional Municipality	CUPE (CLC) (Public Works Dept. and office and clerical empls.)	480	B
Niagara South Board of Education	CUPE (CLC)	450	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	MED

** Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	MED
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	B
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	B
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
Northern Telecom Ltd., Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	MED
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	MED
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,000	MED/WS
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,860	B
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,735	B
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	B
Ontario Government	OPSEU (Ind.) (office services category)	7,100	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ARB

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,000	ARB
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	14,915	B
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	205	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	365	B
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	ARB
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	MED
Oshawa City Corp. (City Hall)	CUPE (CLC)	225	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	B
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	260	PCB
Ottawa Board of Education	CUPE (CLC) (office empls.)	545	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	PFB
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	PFB
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
Ottawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,000	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	585	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,000	B
Polysar Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (technicians and plant empls.)	1,530	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	385	MED
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	200	MED/WS
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Redpath Sugars Ltd. (Toronto Refinery)	Intl. Chemical Workers (AFL-CIO)	200	PCB
Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	350	B
Rio Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,600	CO
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	CO
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315	CO
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	800	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
SKF Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	CO
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B

** Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (Ind.) (paramedical empls.)	1,900	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	PCB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	CO
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	PCB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	460	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	B
Shell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	214	B
Silverwood Dairies Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	300	MED
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations)	346	B
Sklar Furniture Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	650	B
Slater Products (Div. of Slater Steel Industries Ltd.), Hamilton	Steelworkers (AFL-CIO/CLC)	208	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	PCB
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,500	B

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
unnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	ARB
Supreme Aluminum Industries Ltd., Pickering and Scarborough	Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	350	B
end-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Foodworkers (AFL-CIO/CLC)	225	B
extile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	1,700	CO
extile Rental Institute of Ontario, Toronto	Teamsters (Ind.) (linen supply route men and laundry drivers)	400	CO
.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	400	PCB
oronto City Board of Education	CUPE (CLC) (caretakers, stationary operating engineers and maintenance empls.)	950	B
oronto City Board of Education	CUPE (CLC) (clerks)	350	B
oronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	203	B
oronto City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,700	MED
oronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
oronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
oronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	PCB
oronto Metropolitan School Board and Boards of Education for the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	3,300	MED
oronto Metropolitan Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	400	B
oronto Star Newspapers Ltd.	Electrical Workers (IBEW) (AFL-CIO/CLC), Graphic Arts Union (AFL-CIO/CLC) and Printing and Graphic Communications (AFL-CIO/CLC) (pressmen, paperhandlers, stereotypers and mailing room empls.)	540	B
oronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
Crane Co. of Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	CO

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly-rated empls.)	545	B
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	CO
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	CO
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	B
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	ARB
Walker Exhausts Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	450	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	CO
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
Wentworth County Board of Education	CUPE (CLC)	200	B
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	350	PCB
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	B
Windsor City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	364	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full- time and four-four nurses)	250	B
John Wood Ltd., Toronto	Auto Workers (CLC)	278	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
York Borough Board of Education	CUPE (CLC)	230	B
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ork County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
ork University, Toronto	CUPE (CLC) (maintenance, services and plant operations)	250	CO
ehr's Markets Ltd., Guelph	Retail Clerks (AFL-CIO/CLC)	288	B
<u>MORE THAN ONE PROVINCE</u>			
ell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B
ell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CO(R)
anadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
ouncil of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoen- gravers)	2,155	CO
ominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL- CIO/CLC)	740	B
overnment of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,215	B
overnment of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
overnment of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	PCB
overnment of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory empls.)	1,120	B
overnment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B
overnment of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	4,130	B
overnment of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-super- visory)	24,135	MED/ARB *
overnment of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	2,250	ARB
overnment of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	570	B

* Mediator-Arbitrator appointed by legislation

** Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,355	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,560	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,935	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	20,595	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,265	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	3,105	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	865	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,415	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	C
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,175	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programmes group)	1,690	B
House of Seagrams (various distillers), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	700	B
National Research Council of Canada, Canada-wide**	Employees' Assn. (Ind.) (technical category)	980	B

**Federal jurisdiction

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Northern Telecom Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,280	CO
Northern Telecom Ltd., Nfld., N.S., N.B., Que. and Ont.	Cdn. Union of Communication Workers (Ind.) (eastern region hourly-rated installation and outside plant empls.)	600	B
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC) (western region installation, and shop and warehouse and office empls.)	1,225	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	4,000	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	16,150	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Railway Assn. of Canada, representing CN and CP Rail jointly-owned companies and other railway companies, system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC) (non-operating empls., office, road service and residual)	50,000	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	B
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divisions)	2,500	CO
Inco Ltd., Montreal, Contrecoeur and La Salle, Que. and Rexdale, Ont.	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,680	B
Coastal Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers, etc.)	725	B

Negotiations in Progress during January 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
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Definition of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in February 1979

Employer and Location	Union	No. of Empls.
Adams Mine, Cliffs of Canada Ltd., Boston Twp.	Steelworkers (AFL-CIO/CLC)	310
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330
Canadian Pacific Ltd. (Firemen and Hostlers), province-wide	United Transportation Union (AFL-CIO/CLC)	245
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	350
Consumers Distributing Co. Ltd., Mississauga	Teamsters (Ind.)	250
Crothers Ltd., Toronto	Auto Workers (CLC)	205
Dominion Textile Ltd., Long Sault Fabrics Plant	United Textile Workers (AFL- CIO/CLC)	350
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (pro- duction empls.)	810
Falconbridge Nickel Mines Ltd., Sudbury District	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	440
Honeywell Ltd., Scarborough	Auto Workers (CLC) (hourly- rated empls.)	650
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	268
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	590
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	200
London City Board of Education	CUPE (CLC) (full and part- time custodians)	320
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	750
McGraw-Edison of Canada Ltd. (Major Appliances Div.), Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500
Modern Building Cleaning Ltd., a div. of Dustbane Enterprises Ltd., Toronto	Service Employees (AFL- CIO/CLC)	321
Northern Telecom Ltd., Belleville, Kingston and London	Auto Workers (CLC)	2,000
Northern Telecom Ltd. (Manufacturing and Research Div.), Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265
Northern Telecom Ltd., Bramalea	Electrical Workers (UE) (CLC)	1,400
Ottawa Ready Mix Companies	Teamsters (Ind.)	350
Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	350
Rio-Algom Mines Ltd., Atlas Steels Co. Div., Welland	Cdn. Steelworkers (Ind.)	1,580

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in February 1979 (Cont'd)

Employer and Location	Union	No. Emp
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	910
Sklar Furniture, Sklar and CFM Div., Whitby	Upholsterers (AFL-CIO/CLC)	650
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	400
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	225
Transit Windsor	Transit Union (AFL-CIO/CLC)	200
Walker Exhausts Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	450

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
FEBRUARY 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

March 29, 1979

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Highlights

Uranium Mines Settlement. A settlement between Rio Algom Mines and Denison Mines, situated in Elliot Lake, and two locals of the United Steelworkers of America (USWA) was ratified in mid-February following the earlier rejection of tentative agreements reached in January. At the start of joint negotiations, the USWA Locals 5417 and 5762, representing respectively 1,400 Rio Algom and 1,200 Denison production workers, were seeking substantial improvements in wages, pension, job safety, security, health and disability benefits in multi-year contracts. An important factor in the rejection of the initial tentative settlement was the dissatisfaction of the younger workers with the lack of improvements in shift premiums, vacations and paid holidays. In addition, it was felt that the offer was inadequate to meet the high cost of living in Elliot Lake, particularly since the previous three-year agreements, expiring within a two-week interval in October 1978, had been rolled back by the AIB.

The new settlement, reached in conciliation, differed from the previously rejected offer only in respect of the duration, which was reduced by one month, providing a common expiry date of September 1, 1981 for both agreements. The settlement included a cost-of-living fold-in of 63 cents per hour, plus a first year general wage increase of 70 cents per hour. In addition, it provided a lump sum settlement payment of \$400, a special adjustment for Rio Algom surface labourers and continuation of quarterly cost-of-living allowances. The accumulated COLA floats will be incorporated annually into the wage rates to supplement two further general wage increases of 10 cents per hour in each of the two remaining years of the contracts. The companies also agreed to implement in January 1980 a Cooperative Wage Study system which will provide a standard wage scale with job class increments of 14 cents per hour during the third year. Other changes designed to expand or to equalize the fringe benefit packages provided by the two companies included improvements in paid vacations, premium payments, paid bereavement leave, pensions, tool allowances and health and welfare benefits. In addition, a new company-paid union education fund of \$10,000 per year was introduced, and more paid leave provided for union officials including paid time for purposes of monitoring the working environment.

The terms of the new settlement are expected to serve as a basis for separate USWA negotiations involving other bargaining units at Rio Algom and Denison, including 250 office and technical employees and 236 miners employed by Canadian Mine Enterprises, a sub-contractor at the two mines. In addition, they may influence the outcome of negotiations for a first contract covering a newly certified USWA unit at Agnew Lake Mines near Sudbury (a subsidiary of Kerr-Addison Mines). These talks were scheduled to resume following completion of the Elliot Lake negotiations.

Community Colleges Support Staff Settlement. An agreement was reached in early February between the Ontario Public Service Employees Union and the Council of Regents for Ontario Colleges of Applied Arts and Technology, representing the province's 22 community colleges. The settlement affected 4,300 support staff, including clerical, technical, maintenance and cafeteria employees, and was reached with mediation assistance following a two-week work stoppage.

The union's opening bargaining proposals included a substantial percentage salary increase, a cost-of-living allowance, vacation, overtime and job security improvements, introduction of a dental plan, a new job evaluation system and comprehensive health and safety protection. Following several months of negotiations the talks broke off because of union dissatisfaction with the Council's wage and benefits offer. Although the previous contract expired August 31, 1978 the employees remained subject to the AIB guidelines until December 31, when the controls program finally terminated. Both sides agreed to a wage increase of 2.78 per cent for the first 4 months of the new agreement, the maximum allowable under the guidelines. However, a difference arose over the increases to cover the balance of the contract, the Council offering 6 per cent plus benefit concessions from April 1, and the union insisting on a 10 per cent increase with a January 1 implementation date. The settlement eventually accepted included the initial 2.78 per cent wage increase and an additional 6 per cent retroactive to January 1, 1979, plus further adjustments for the lowest-paid classifications effective on the ratification date. Other changes included increased shift premiums, a new group leader premium, and improvements in group life insurance, short-term disability benefits, mileage allowances and bereavement and adoption leave provisions.

Firefighters Settlements. A one-year renewal agreement between Etobicoke Borough Corporation and its 365 firefighters was reached through arbitration in February 1979. The award included a general salary increase of 5.8 per cent retroactive to January 1, 1978 and a new overtime provision stipulating payments at time and one-half for all hours worked after a regular shift. However, the arbitrator denied the borough's request to revise a vacation and holiday package the firefighters have had since 1964 and recommended the retention of present provisions.

The Etobicoke dispute was the last in a series of nine major Ontario municipal firefighters agreements to be renewed during the 1978 round of bargaining. The negotiations involved a total of 4,355 employees of which almost two-thirds were covered by four agreements in the Toronto area and the remainder by agreements in five other cities. All of the previous contracts expired on December 31, 1977. Of the nine renewal agreements settled between May 1978 and February 1979 the only other one resolved in arbitration concerned 293 London Fire Department employees. The award released in August 1978 gave the employees a two-step general increase of 12 per cent over one year, bringing the annual salary of a first class firefighter to \$19,016 by July 1, 1978. /The settlement was reported on pp. 572-573 of the August 1978 issue of this report/. The awarded wage and benefit package estimated at 12.11 per cent was subsequently reduced by the AIB to the guideline of 6 per cent. The decision was upheld in April 1979 by the Administrator of the Anti-Inflation Board.

The other seven agreements were achieved in direct bargaining and all were of a one-year duration, except Mississauga, where a two-year contract called for a second year reopener on wages and paid vacations provisions. The negotiated general salary increases varied from a low of 5.13 per cent in Mississauga to a high

of 9 per cent in Hamilton, and brought the 1978 annual salary of a first class firefighter into the \$19,016 to \$20,082 range. The new agreements contained only marginal changes in fringe benefits, with the exception of the Toronto Fire Department pact in which a number of new or improved benefits were negotiated in clauses relating to long service and acting pay, paid holidays, sick leave and bereavement leave, dental and pension plans and some allowances.

Municipal Police Settlements. A renewal agreement between the Metropolitan Toronto Board of Police and its 5,300 uniformed employees was the first of 11 major municipal police contracts due to be renegotiated during the 1979 round of bargaining. The two-year agreement, reached in conciliation and ratified in late February, provided a two-tier general salary increase of 5.04 per cent retro-active to January 1, 1979, the effective date of the new contract, and an additional 3.22 per cent on July 1. The first year increases raised a first class constable's annual salary to \$21,780 in the last six months of 1979. The increases for the second year were left open to negotiation at a later date. Other changes included an increased qualification supplement and a number of improvements in clauses governing bereavement and sick leaves, semi-private hospitalization and a dental plan, as well as some increases in mileage, transportation and clothing allowances, which were previously reduced as a result of an AIB review of the 1978 agreement. Implementation of additional improvements in paid vacation and pension provisions was postponed to January 1, 1980.

Similar terms in contracts of a one-year duration were tentatively accepted at the same time by three civilian units of the Metro Toronto Police. The three settlements, covering about 1,200 clerical, garage and parking control employees, will be submitted to separate ratification votes in early March.

Earlier, in December 1978, Thunder Bay City Police reached an agreement with its 218 uniformed and civilian employees on wage increases for the second year of a current two-year contract scheduled to expire on December 31, 1979. The wage reopener provided a two-step increase of 11 per cent on a first class constable's rate, raising it to \$21,731 per annum by July 1, 1979. The parties also agreed on a revised wage computation formula, which established new percentage differentials for ranks above the first class constable classification and reduced the differentials for those in lower ranks.

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American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	69
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	84
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd. and Premier Plastics Ltd., Richmond Hill	Electrical Workers (UE) (CLC)	73
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Endix Home Systems, Ltd., Hensall	Carpenters (AFL-CIO/CLC)	78
Foots Drug Stores (Canada) Ltd., various centres in Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empl.)	91
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Canada Starch Co. Ltd., Cardinal	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	110
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	79
Canadian Broadcasting Corp., Canada-wide	Newspaper Guild (AFL-CIO/CLC)	90
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Consolidated-Bathurst Packaging Ltd., Etobicoke, Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	68
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Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	96
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Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	97
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	70
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	118
Kitchener City Corp., Transit Div., Dept. of Supply and Services	Railway, Transport and General Workers (CLC)	89

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Lincoln County Board of Education	CUPE (CLC)	97
Thomas J. Lipton Ltd., Bramalea	Millers (AFL-CIO/CLC)	66
Jack Canada Inc., Oakville Assembly Plant	Machinists (AFL-CIO/CLC)	117
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (police officers)	108
Metropolitan Separate School Board, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	98
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	99
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Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	101
Orillia City Corp.	CUPE (CLC)	109
Pattaco, a div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	77
Polymer Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant empls.)	83
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC) (full and part-time empls.)	104
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	67
Redpath Sugars Ltd., Toronto	Teamsters (Ind.)	65
Rio Algom Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	88
Silverwood Dairies, London Branch, Div. of Silverwood Industries Ltd.	Teamsters (Ind.)	65
Slater Products, Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (hourly-rated and production empls.)	80
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FOOD AND BEVERAGE

Silverwood Dairies, London Branch, Division of Silverwood Industries Limited -

Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:

Effective	<u>Jan. 1/79</u>	<u>Feb. 4/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
General	\$20 per week		\$10 per week	\$10 per week
Increases				
Upgrading Adjustment		\$1-\$2 per week for a number of classifi- cations		
Packer	\$227.93-\$235.93 (\$207.93-\$215.93)		\$237.93-\$245.93	\$247.93-\$255.93
Auto Mechanic Class "A"	\$273.93 (\$253.93)	\$274.93	\$284.93	\$294.93
Wholesale Services (Milk) Salesman	\$286.93 plus commission (\$266.93 plus commission)		\$296.93	\$306.93

Maximum rate for Packer is reached upon completion of 60-calendar day probationary period.

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Bonus:	Effective on each of March 5, 1979, April 1, 1980 and December 1, 1980, employees receive a cost of living bonus of \$150.
Meal Allowance:	Effective February 4, 1979, \$2.75 (\$2.50). Effective January 1, 1980, \$3.

Redpath Sugars Limited at Toronto - Teamsters* (Ind.): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 5 months.

In January, 1979, the International Chemical Workers Union which previously represented the bargaining unit, merged with the Teamsters Union. The Local number is as yet undetermined.

Wages:	Effective	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
General Increases		8%	7%
Packer		\$6.60 (\$6.11)	\$7.06
Labourer		\$7.06 (\$6.54)	\$7.55

	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
Motor	\$8.45	\$9.04
Mechanic	(\$7.82)	
Shift Premium:	Effective February 11, 1979, 0-17¢-30¢ (0-17¢-25¢).	
Paid Holidays:	Effective February 11, 1979, Boxing Day is added, for a total of 11 days.	
Paid Vacation:	Effective February 11, 1979, 5 weeks and 10% vacation pay (new) after 25 years' service and 6 weeks and 12% vacation pay (new) after 30 years' service.	
Health and Welfare:	<u>Long Term Disability Plan</u> - Effective the first of the month following ratification, benefit is \$110 (\$70) per week. <u>Dental Plan</u> - Effective November 1, 1979, employer pays 75% (50%) of premium costs. Payments are based on the 1978 (1976) Ontario Dental Association fee schedule.	
Safety Footwear:	Effective November 1, 1978, employer contributes up to \$30 per 12-month period from the date of last purchase (previously, up to \$25 per year).	
<u>Thomas J. Lipton Limited at Bramalea - Local 327, Millers (AFL-CIO/CLC):</u> A 24-month renewal agreement effective from February 16, 1979 to February 15, 1981, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 1 month.		
Wages:	<u>Effective</u>	<u>Feb. 16/79</u> <u>Feb. 16/80</u>
	General Increases	8.7% 7.5%
	General Labour	\$5.69 (\$5.23) \$6.11
	Electrician	\$8.71 (\$8.01) \$9.36
	Senior Electronic Electrician	\$8.98 (\$8.26) \$9.65
Shift Premium:	0-24¢-30¢ (0-21¢-27¢).	
Health and Welfare:	<u>Life Insurance</u> - \$12,000 (\$10,000) coverage. <u>Life Insurance for Retirees (new)</u> - Employees receive \$1,000 paid-up coverage upon retirement. <u>Weekly Indemnity</u> - Payable for a maximum of 36 (26) weeks. Employer pays 100% of weekly earnings for the first week and 66 2/3% for the remaining weeks. (Previously, 66 2/3% for all weeks.) <u>Major Medical</u> - Amended plan has no co-insurance. (Previously, 80%/20% co-insurance and a deductible of \$25.) <u>Dental Plan</u> - Employer pays 80% (70%) of cost of premiums. Maximum benefit increases to \$500 (\$250) per person per year. Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees.	
Safety Shoe Allowance:	\$35 (\$30) toward the cost of 1 pair per year.	

KNITTING MILLS

Puretex Knitting Company Limited at Toronto - Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from February 6, 1979 to February 8, 1981, covering 225 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 6/79</u>	<u>Feb. 6/80</u>
	Increases	7% or 35¢, whichever is greater*	6% or 30¢, whichever is greater
	Additional Adjustment	25¢ for Group 10. Numerous classification adjustments and additions.	
	Group 2 (2B) (includes Finisher)	\$3.95 (\$3.60)	\$4.25
	Group 10 (includes Head Mechanic - Knitting)	\$6.55 (\$5.89)	\$6.94

*Exception - All new employees hired during the life of this agreement receive \$3.50 per hour for the first 6 months of employment while performing Group 1 jobs. (The previous wage rate for Group 1 was \$3.50 per hour for the first 3 months' employment.)

Hours of Work: Effective July 1, 1979, 40 (42) hours per week.

Overtime Pay: Day Shift - Time and one-half after 8 hours, Monday to Friday (previously, after 8 hours, Monday, Thursday and Friday and after 8½ hours, Tuesday and Wednesday).

Afternoon or Night Shift - Time and one-half after 40 (42½) hours per week.

Paid Holidays: 1 additional floater is added, for a total of 10 days. This floater will be taken between Christmas and New Years.

Paid Vacation: Effective in the 1980 vacation year, 3 weeks after 6 (7) years' service and 4 weeks after 16 (17) years.

Bereavement Leave: Mother-in-law and father-in-law are included for up to 3 days' paid leave.

Health and Welfare: OHIP - Effective December 1, 1978, employer pays 50% of the premium rate for employees with family coverage having less than 2 (3) years' seniority. Effective January 1, 1980, service requirement is reduced to 1 year.

Temporary Transfer: If temporary transfer to a higher-rated classification lasts for 4 consecutive hours worked (previously, 1 full shift or more) or the equivalent of 1 full shift or more over two consecutive shifts, the employee is paid at the higher rate.

WOOD

Dashwood Industries Limited at Centralia and Mount Brydges - Local 3054, Carpenters (AFL-CIO/CLC): A 36-month renewal agreement effective from November 16, 1978 to November 15, 1981, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 16/78</u>	<u>Nov. 16/79</u>	<u>Nov. 16/80</u>
	Increases	\$.40-\$1.09	40¢	50¢
	Group 4 (includes Labourer)	\$5.75 (\$5.11)	\$6.15	\$6.65
	Qualified Millwright	\$6.75 (\$5.66)	\$7.15	\$7.65
Cost of Living Allowance:	Effective in the second year, 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100. To be adjusted annually. Capped at 15¢ in each of the last two contract years. (Previously, provision was inoperative.)			
Shift Premium:	0-25¢-35¢ (0-20¢-25¢).			
Vacation Pay:	6% (5%) after 6 years' service.			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective February 24, 1979, \$10,000 (\$5,000) coverage.			
Safety Shoe Allowance:	\$20 (\$10) toward the cost of 1 pair per year.			

PAPER AND ALLIED

Consolidated-Bathurst Packaging Limited at Etobicoke, Hamilton, St. Thomas and Whitby* - Locals 2-69, 2-76, 2-242 and 2-337, Woodworkers (AFL-CIO/CLC): Four 24-month renewal agreements covering 707 Ontario employees, settled with mediation assistance following a 1-day work stoppage at Hamilton and a 7-day work stoppage at Whitby. The Hamilton and Whitby agreements are effective from November 1, 1978 to October 31, 1980 and the St. Thomas and Toronto agreements are effective from March 1, 1979 to February 28, 1981. Duration of negotiations - 5 months.

*Two agreements at Montreal East and St. Laurent, Quebec represented by Locals 118 and 202, respectively of the Woodworkers Union, bargained jointly with the Ontario plants. These Quebec units cover approximately 350 employees. Their settlements are effective from March 1, 1979 to February 28, 1981 and are similar to those of the Ontario units.

Wages:	Effective		
	<u>Hamilton and Whitby</u>	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
	<u>St. Thomas and Toronto</u>	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>
	Average Increases	11%	5½%
	General Labour	\$6.89 (\$6.23)	\$7.25
	Electrician	\$8.04 (\$7.25)	\$8.50

Cost of Living Provision: Inoperative, as previously.

Shift Premium: 0-18¢-23¢ (0-17¢-21¢). Effective in the second year, 0-20¢-25¢.

Lead Hand Premium: 25¢ (10¢) per hour.

Paid Vacation: 5 weeks after 22 (23) years' service and 6 weeks (new) after 27 years.

Bereavement Leave: 5 (3) days' paid leave in the event of the death of a spouse or child.

Health and Welfare: Weekly Indemnity - Benefits increase to \$232 (\$215) per week. Effective in the second year, \$245 per week.

Meal Allowance: \$2.50 (\$1.75) after two hours of overtime.

Safety Shoe Allowance: \$30 (\$25) toward the cost of 1 pair per year.

American Can of Canada Limited at Brampton - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 246 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
General Increases		8%	7.8%
Skilled Trades Adjustment		10¢	
Additional Adjustment		15¢ for 5-Colour Offset Pressman	
Carton & Box Operator		\$4.59-\$5.01 (\$4.25-\$4.60)	\$4.95-\$5.40
5-Colour Offset Pressman		\$9.27-\$10.56* (\$8.20-\$ 9.64)	\$10.26-\$11.38*

Note: Minimum rates reflect the removal of the lowest progression step in each of the two contract years.

Probationary period is 60 work days. Maximum rate for Carton & Box Operator is reached after 60 work days and, for 5-Colour Offset Pressman, after 36 months.

Shift Premium: 15% of hourly rate, to a maximum of 40¢ (35¢), for second and third shift workers.

Paid Vacation: 3 weeks after 5 (6) years, 4 weeks after 15 (16) years, 5 weeks after 22 (24) years and 6 weeks (new) after 30 years.

Pension Plan: Effective November 1, 1979, \$7.00 (\$6.50) per month per year of service.

Kimberly-Clark of Canada Ltd. at Rexdale - Local 307, Canadian Paperworkers (CLC)
(production employees): A 20-month renewal agreement effective from September 1, 1978 to April 30, 1980, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Feb. 11/79</u>	<u>Sept. 1/79</u>
	COLA Fold-in		\$1.23	
	General Increases	12¢		1½%
	Additional Adjustment	10¢ for Operator "A", Tradesman, Head Tradesman and Utilityman; 12¢ for Mater- ials Handler		
	Inspector-Operator	\$5.49 (\$5.37)	\$6.72	\$6.82
	Tradesman	\$7.12-\$7.48 (\$6.90-\$7.26)	\$8.35-\$8.71	\$8.48-\$8.84

Red-Circled Rates - Affected employees receive 100% (50%) of the above general increases.

Cost of Living Allowance:	1¢ for each 0.35 point change in the Consumer Price Index - 1961=100. To be adjusted quarterly throughout by comparing the end of each quarter with the August 1975 Index and subtracting \$1.23. (Formula procedure is unchanged.)
Probationary Period:	90 worked days for skilled tradesmen; 45 worked days for all other employees. (Previously, 45 working days for all new employees.)
Shift Premium:	Effective September 1, 1978, 0-20¢-26¢ (0-18¢-25¢). Effective September 1, 1979, 0-21¢-27¢.
Reporting Allowance:	A minimum of 4 hours (unchanged) of work at employee's scheduled rate, or 4 (3) hours' pay.
Guaranteed Work (new):	When an employee's regular or bid job is unavailable for short periods due to fluctuations in departmental operations, the employee will be given available work and will be paid at his regular or bid occupation rate or the rate of the temporary job, whichever is higher.
Paid Vacation:	Effective January 1, 1979, 4 weeks after 12 (13) years. Effective January 1, 1980, 6 weeks after 27 (28) years.
Bereavement Leave:	Provided the employee attends the funeral, 4 days' paid leave for the death of a husband, wife, son or daughter, 3 days for the death of a father, mother, sister, brother, mother-in-law or father-in-law and 2 days for the death of a brother-in-law or sister-in-law. If an employee is unable to attend the funeral, 1 day's paid leave.

Should a death occur while an employee is on vacation, the employee will be allowed time off with pay in accordance with the above at a later date (new).

(Previously, 3 days in the event of the death of any member of the immediate family if the employee attended the funeral, or 1 day to attend a commemorative service if the funeral was not attended.)

Health and Welfare: OHIP and Extended Health Care Plan - Employer continues to pay 100% of premium costs, including any increases.

Long Term Disability - Effective September 1, 1979, benefits equal 55% (50%) of the employee's average monthly earnings.

Dental Plan - Effective following ratification, 50% coverage for prosthetic services is included. All payments are based on the 1978 (1974) Ontario Dental Association fee schedule. New employees will be eligible after 6 (3) months' service.

Pension Plan: Bridging Formula - \$80 per month until death or eligibility for statutory benefits is reached, currently at age 65. The supplement applies to all employees retiring between age 60 and 65 with at least 30 years of service. (The existing \$20 per month benefit for employees retiring between age 60 and 65, regardless of years of service, will continue to apply.)

Tool Allowance: Effective upon ratification, up to \$50 (\$40) per year on a matching basis with employees in the Maintenance Department to purchase required tools. Effective September 1, 1979, \$60.

Severance Pay: \$125 (\$110) times years of service prior to layoff.

Lily Cups Limited at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 441 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	General Increases	8%	8%
	Packer	\$4.38-\$4.82 (\$4.06-\$4.46)	\$4.73-\$5.21
	Electrician A	\$8.25 (\$7.64)	\$8.91

Probationary period is 60 calendar days. Maximum rates for Packer are reached after one 2-month and two 3-month increases.

Paid Holidays: Effective December 1, 1979, 1 floating day is added, for a total of 11 days.

Health and Welfare: Weekly Indemnity - Effective March 1, 1979, maximum benefit is \$150 (\$133) per week.

Dental Plan (new) - Effective March 1, 1979, employer pays 50% of the cost of premiums for Blue Cross Dental Plan #7. Payments are based on the 1979 Ontario Dental Association schedule of fees.

PRIMARY METAL

Algoma Steel Corporation Ltd. (Tube Division) at Sault Ste. Marie - Local 5595, Steelworkers (AFL-CIO/CLC) (plant employees): A 31-month renewal agreement effective from January 1, 1979 to July 31, 1981, covering 830 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Signing bonus is \$175 for each employee on payroll as of January 27, 1979.

Effective	Jan. 1/79	Aug. 1/79	Aug. 1/80
COLA Fold-in	38¢	accumulated float	accumulated float
General Increases			
Hourly Base Rate	33¢	10¢	10¢
Incentive Base Rate	30¢	15¢	15¢
Job Class Increment			
Hourly Schedule			13.7¢ (12.7¢)
Incentive Schedule			10.7¢ (unchanged)

Hourly Rates

Job Class 2 (includes Labourer)	\$6.937 (\$6.227)
Job Class 18 (includes Maintenance Electrician)	\$8.969 (\$8.259)
Job Class 21 (includes Furnace Technician)	\$9.350 (\$8.640)

NOTE: There are 27 Job Classes in the wage schedule. Currently, there are no applicable positions in Job Class 1, or above Job Class 21.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly beginning with the October 1978-January 1979 period. (Formula is unchanged, except that the period of calculation in the new agreement has been advanced 1 month.)

As scheduled by the previous agreement, the 45-cent COLA being paid as of February 28, 1978 was incorporated into the wage structure on March 1, 1978 and is reflected in the former rates shown in brackets above. The 38-cent COLA fold-in shown above was generated during the last 3 scheduled quarterly adjustments for the period November 1977-August 1978.

The current COLA float is 20¢, consisting of 11¢ calculated for the period October 1978-January 1979 and 9¢ negotiated on an ad hoc basis for January 1, 1979.

Allowances generated during the new agreement are scheduled to be incorporated into the wage structure on August 1, 1979 and on August 1, 1980.

Overtime Pay: Double time (time and one-half) for hours worked on Dominion Day, Labour Day and Christmas Day.

Paid Vacation: Effective June 1, 1979, 6 weeks after 20 (22) years.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$10,000) coverage.

Life Insurance (Pensioners) - Current coverage of \$2,000 remains unchanged. Pensioners who retired at a time when coverage was less than \$1,000 will have their coverage increased to \$1,000.

Accident and Sickness Benefit - Continues to follow UIC benefit level - currently, \$176.67 (\$160) per week. New benefit levels will apply to both incoming and ongoing recipients. Previously, changes in benefit levels applied only to incoming recipients.

Long Term Disability - Benefit is \$530 (\$495) per month. Further increases proportional to increases in the Accident and Sickness Plan will be made on January 1, 1979 and on January 1, 1980.

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$12 (\$10) per month per year of service, to a maximum of \$480 (\$400) per month.

Supplemental Benefit - \$11 (\$9) per month per year of service, to a maximum of \$330 (\$270) per month.

Existing Pensioners - Current monthly benefits increase by \$20.

Joint and Survivorship Benefit - Current monthly benefits increase by \$10 per month.

Supplementary Unemployment Benefit Plan: Weekly Benefit - \$45 (\$30).

METAL FABRICATING

Anchor Cap and Closure Corporation of Canada Limited at Toronto and Plasticap Limited and Premier Plastics Limited at Richmond Hill - Locals 512 and 544, Electrical Workers (UE) (CLC): Two 24-month renewal agreements effective from November 15, 1978 to November 14, 1980, covering 310 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 15/78</u>	<u>Nov. 15/79</u>
	Increases	9% for skilled labour, 50¢ for other employees	7% for skilled labour, 40¢ for other employees
	Bench Packer	\$5.84 (\$5.34)	\$6.24
	Electrician Grade II	\$8.40 (\$7.71)	\$8.99

Cost of Living Allowance (new): Effective in August 1979, 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100. Payable quarterly. Capped at 25¢ over the life of the contract.

Shift Premium: 0-24¢-28¢ (0-22¢-26¢). Effective November 15, 1979, 0-25¢-30¢.

Saturday Premium: 20¢ (10¢) per hour for Plastic Department employees.

Sunday Premium: 35¢ (20¢) per hour for Plastic Department employees.

Paid Holidays: One additional day is added, for a total of 13 days.

Paid Vacation: 4 weeks after 13 (14) years, 6 weeks after 27 (28) years. Effective November 15, 1979, 4 weeks after 12 years.

Health and Welfare: \$1.46 employee weekly contribution to Plan is eliminated.

Life Insurance - \$11,000 (\$10,000). Effective November 15, 1979, \$12,000.

Weekly Indemnity - Benefits increase to \$150 (\$135) per week, payable on a 1-4-26 basis. Effective November 15, 1979, benefits increase to \$165 per week.

Major Medical - \$5,000 maximum in benefits is eliminated.

Pension Plan: \$7.50 (\$5.50) per month per year of service. Effective November 15, 1979, \$8.00.

Lear Siegler Industries Ltd. (General Seating Division) at Kitchener - Local 1524, Auto Workers (CLC) (production and maintenance employees): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
	<u>Non-Incentive Scale</u>			
	COLA Fold-in	67¢		
	General Increases	50¢	40¢	30¢
	Adjustments (Skilled Trades)	55¢	15¢	15¢
	Janitor	\$7.52 (\$6.35)	\$7.92	\$8.22
	Electrician	\$9.82 (\$8.10)	\$10.37	\$10.82

Incentive Scale - On the above dates, the base rates will be increased by 15¢, 12¢ and 10¢, respectively. In addition, 67¢ will be added to the current COLA float of 48¢.

Cost of Living Allowance: 1¢ per 0.4 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly throughout and uncapped. (Formula is unchanged.)

Call-in Pay: Minimum of 4 hours' pay. (Previously, a minimum of 3½ hours' pay on a Sunday or holiday and a minimum of 3 hours' pay on any other day.)

Wash-up Period: Three-shift operations are included for a 5-minute paid wash-up period prior to the lunch period (new).

Paid Holidays: 1 floating holiday is added in 1980, for a total of 15 days. 1 floating holiday is added in 1981, for a total of 16 days.

Bereavement Leave: Stepbrother and stepsister are added for 3 days' paid leave.

Brother-in-law and sister-in-law of employee's current spouse are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, \$14,000 (\$12,000) coverage. Effective January 1, 1980, \$15,000. Specified coverage under A.D. & D. has been broadened.

Life Insurance for Retirees - \$3,000 (\$2,000) coverage for employees retiring on or after January 1, 1980.

Weekly Indemnity - Effective January 1, 1979, benefit is \$170 (\$160) per week. Effective January 1, 1980, \$180. Effective January 1, 1981, \$190. 15 (6) weeks of benefits will apply for an employee on pregnancy leave and unable to get UIC benefits.

Long Term Disability - Effective in 1979, benefit is \$625 (\$575) per month. Effective in 1980, \$675 per month.

Dental Plan - Payments are based on the current Ontario Dental Association fee schedule (unchanged).

Audio Benefit - Effective January 1, 1980, up to \$300 every 3 years for prescribed hearing aids. (Previously, a lifetime maximum benefit of \$300.)

Optical Benefit - Effective January 1, 1980, up to \$60 (\$40) each 24-month period for prescribed eyeglasses.

Pension Plan: Basic Monthly Benefit Per Year of Service - Effective January 1, 1979, \$10.50 (\$9.50). Effective January 1, 1980, \$11.50. Effective January 1, 1981, \$12.

Supplemental Monthly Benefit Per Year of Service - Same value and schedule as for Basic Benefit above.

Early Retirement - Effective in 1979, no actuarial reduction on accrued benefits for retirements at age 60 (62) or older. Effective in 1980, at age 58. Effective in 1981, at age 56.

Survivor Benefit - Effective January 1, 1980, \$250 (\$175) per month.

Tool Allowance: \$50 (\$100) in each year of the agreement for skilled trades employees.

Tool Insurance: \$600 (\$400) coverage, less a deductible of \$10, against loss from fire or theft.

Paid Education Fund (new): Employer contributes 1¢ per compensated hour into a fund to be used to train and upgrade the skills of employees in all aspects of trade unionism.

Supplemental Unemployment Benefit Plan: Benefit - \$90 (\$75) per week plus \$1.50 for each of not more than 4 dependents.

Employer Contribution - Effective January 1, 1980, 9¢ (8¢) per compensated hour. Effective January 1, 1981, 10¢.

Trane Company of Canada, Limited at Toronto - Local 512, Electrical Workers (UE) (CLC) (factory employees): A 24-month renewal agreement effective from February 28, 1979 to February 28, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 26/79</u>	<u>Aug. 20/79</u>
	General Increases	50¢	10¢
	General	\$6.27-\$6.73 (\$5.77-\$6.23)	\$6.37-\$6.83
	Tool and Die Maker	\$7.44-\$7.99 (\$6.94-\$7.49)	\$7.54-\$8.09
	Effective	<u>Feb. 25/80</u>	<u>Aug. 18/80</u>
	General Increases	35¢	10¢
	General	\$6.72-\$7.18	\$6.82-\$7.28
	Tool and Die Maker	\$7.89-\$8.44	\$7.99-\$8.54

Probationary period is 45 days of work. Maximum rates are reached after 9 months.

Night Shift Premium: Effective February 26, 1979, 24¢ (22¢) per hour. Effective February 26, 1980, 25¢.

Paid Holidays: A half shift before vacation shutdown is added in 1979 and 1980, for a total of 11½ days.

January 2, 1981 is also given one-time recognition as a holiday.

Holiday Pay: Future probationary employees are exempted from holiday pay except under statutory conditions (new).

Paid Vacation: Effective in 1979, 4 weeks after 13 (14) years' service and 5 weeks after 21 (22) years. Effective in 1980, 5 weeks after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1980, \$11,000 (\$10,000) coverage.

Retirees' Life Insurance (new) - Effective in 1980, \$1,000 coverage.

Weekly Indemnity - Effective in 1979, benefit is \$150 (\$135) per week. Effective in 1980, \$160.

Wash-up Period: Three-shift operations are included for a 5-minute paid wash-up period prior to the lunch period (new).

Paid Holidays: 1 floating holiday is added in 1980, for a total of 15 days. 1 floating holiday is added in 1981, for a total of 16 days.

Bereavement Leave: Stepbrother and stepsister are added for 3 days' paid leave.

Brother-in-law and sister-in-law of employee's current spouse are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, \$14,000 (\$12,000) coverage. Effective January 1, 1980, \$15,000. Specified coverage under A.D. & D. has been broadened.

Life Insurance for Retirees - \$3,000 (\$2,000) coverage for employees retiring on or after January 1, 1980.

Weekly Indemnity - Effective January 1, 1979, benefit is \$170 (\$160) per week. Effective January 1, 1980, \$180. Effective January 1, 1981, \$190. 15 (6) weeks of benefits will apply for an employee on pregnancy leave and unable to get UIC benefits.

Long Term Disability - Effective in 1979, benefit is \$625 (\$575) per month. Effective in 1980, \$675 per month.

Dental Plan - Payments are based on the current Ontario Dental Association fee schedule (unchanged).

Audio Benefit - Effective January 1, 1980, up to \$300 every 3 years for prescribed hearing aids. (Previously, a lifetime maximum benefit of \$300.)

Optical Benefit - Effective January 1, 1980, up to \$60 (\$40) each 24-month period for prescribed eyeglasses.

Pension Plan: Basic Monthly Benefit Per Year of Service - Effective January 1, 1979, \$10.50 (\$9.50). Effective January 1, 1980, \$11.50. Effective January 1, 1981, \$12.

Supplemental Monthly Benefit Per Year of Service - Same value and schedule as for Basic Benefit above.

Early Retirement - Effective in 1979, no actuarial reduction on accrued benefits for retirements at age 60 (62) or older. Effective in 1980, at age 58. Effective in 1981, at age 56.

Survivor Benefit - Effective January 1, 1980, \$250 (\$175) per month.

Tool Allowance: \$50 (\$100) in each year of the agreement for skilled trades employees.

Tool Insurance: \$600 (\$400) coverage, less a deductible of \$10, against loss from fire or theft.

Paid Education Fund (new): Employer contributes 1¢ per compensated hour into a fund to be used to train and upgrade the skills of employees in all aspects of trade unionism.

Supplemental Unemployment Benefit Plan: Benefit - \$90 (\$75) per week plus \$1.50 for each of not more than 4 dependents.

Employer Contribution - Effective January 1, 1980, 9¢ (8¢) per compensated hour. Effective January 1, 1981, 10¢.

Trane Company of Canada, Limited at Toronto - Local 512, Electrical Workers (UE) (CLC) (factory employees): A 24-month renewal agreement effective from February 28, 1979 to February 28, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 26/79</u>	<u>Aug. 20/79</u>
	General Increases	50¢	10¢
	General	\$6.27-\$6.73 (\$5.77-\$6.23)	\$6.37-\$6.83
	Tool and Die Maker	\$7.44-\$7.99 (\$6.94-\$7.49)	\$7.54-\$8.09
	Effective	<u>Feb. 25/80</u>	<u>Aug. 18/80</u>
	General Increases	35¢	10¢
	General	\$6.72-\$7.18	\$6.82-\$7.28
	Tool and Die Maker	\$7.89-\$8.44	\$7.99-\$8.54

Probationary period is 45 days of work. Maximum rates are reached after 9 months.

Night Shift Premium: Effective February 26, 1979, 24¢ (22¢) per hour. Effective February 26, 1980, 25¢.

Paid Holidays: A half shift before vacation shutdown is added in 1979 and 1980, for a total of 11½ days.

January 2, 1981 is also given one-time recognition as a holiday.

Holiday Pay: Future probationary employees are exempted from holiday pay except under statutory conditions (new).

Paid Vacation: Effective in 1979, 4 weeks after 13 (14) years' service and 5 weeks after 21 (22) years. Effective in 1980, 5 weeks after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1980, \$11,000 (\$10,000) coverage.

Retirees' Life Insurance (new) - Effective in 1980, \$1,000 coverage.

Weekly Indemnity - Effective in 1979, benefit is \$150 (\$135) per week. Effective in 1980, \$160.

Pension Plan: Basic Benefit - Effective in 1979, \$7.50 (\$7) per month per year of service. Effective in 1980, \$8.

Safety Shoe Allowance: \$16 per contract year (previously, \$13 per calendar year).

Otaco, a division of Bartaco Industries Limited at Orillia - Local 4657, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 252 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
General Increases		35¢	35¢	25¢
Labourer		\$5.29 (\$4.94)	\$5.64	\$5.89
Tool & Die Maker		\$6.69 (\$6.34)	\$7.04	\$7.29

Previous rates reflect an 11-cent rollback by the Anti-Inflation Board.

Cost of Living Allowance: The 32¢ generated by the COLA clause in the 1974-76 contract continues to float.

1¢ per hour for each 0.41 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly. Capped at 20¢ in the first year and 25¢ in the second year. Cap is eliminated in the third year. (Previous COLA provision, which was inoperative, had a formula of 1¢ per hour for each 0.5 point rise in the CPI - 1961=100. Adjustments were to be made quarterly and to be uncapped.)

Shift Premium: 0-17¢-22¢ (0-15¢-20¢).

Paid Vacation: Effective January 1, 1980, 4 weeks and 8% vacation pay after 14 (16) years' service. 5 weeks and 10% vacation pay (new) after 25 years.

Bereavement Leave: 3 (1) days' paid leave in the event of the death of a mother-in-law, father-in-law, sister-in-law or brother-in-law.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1980, \$10,000 (\$8,000) coverage.

Weekly Indemnity - Effective as soon as possible in 1979, benefits are payable on a 1-4-26 (1-4-13) basis.

Dental Plan (new) - Effective as soon as possible in 1979, employer pays 100% of cost of premiums for a dental plan comparable to Blue Cross Dental Plan #7. Payments are based on the current Ontario Dental Association fee schedule.

MACHINERY

Dorr-Oliver Canada Limited (formerly, Dorr-Oliver-Long Limited) at Orillia - Local 4697, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement

effective from January 1, 1979 to December 31, 1980, covering 323 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80
General Increases		70¢	35¢
Group I (includes Labourer)		\$5.19-\$5.31 (\$4.49-\$4.61)	\$5.54-\$5.66
Group XII (includes Electrician)		\$7.15-\$7.31 (\$6.45-\$6.61)	\$7.50-\$7.66

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 30 (45) working days. Maximum rates for Group I are reached upon completion of probation and, for Group XII, after 6 (18) months.

Cost of Living Allowance: 1¢ for each 0.3 point rise in the Consumer Price Index - 1971=100, using December 1978 as the base Index month. Capped at 25¢ per year. To be adjusted quarterly. (Previously, provision was inoperative due to a ruling by the Anti-Inflation Board.)

Shift Premium: 0-30¢-30¢ (0-17¢-20¢, after rollback). Effective January 1, 1980, 0-33¢-33¢.

Paid Vacation: 3 weeks after 5 (7, after rollback) years' service, 4 weeks after 15 (17, after rollback) years and 5 weeks (new) after 20 years.

Health and Welfare: Employer pays 100% of the cost of all benefits after 3 (6) months' service.

Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage.

Weekly Indemnity - Benefits are \$130 (\$120) per week. Effective January 1, 1980, \$140 per week.

Dental Plan (new) - Effective January 1, 1980, employer pays 100% of the cost of premiums. Payments are based on the 1979 Ontario Dental Association schedule of fees.

Safety Shoe Allowance: \$23 (\$18) per employee per year.

TRANSPORTATION EQUIPMENT

Bendix Home Systems, Ltd. at Hensall - Local 3054, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/78	Feb. 1/79	Nov. 1/79
General Increases		40¢	17¢	40¢
Production Worker		\$5.74-\$5.84 (\$5.34-\$5.44)	\$5.91-\$6.01	\$6.31-\$6.46

	<u>Nov. 1/78</u>	<u>Feb. 1/79</u>	<u>Nov. 1/79</u>
Welder	\$5.99-\$6.09	\$6.16-\$6.26	\$6.56-\$6.71
Maintenance	(\$5.59-\$5.69)		

Previous rates reflect a rollback by the Anti-Inflation Board.

Maximum rates are reached after 5 years. Effective November 1, 1979, after 10 years.

Cost of Living Allowance: Effective May 1, 1980, 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100 - using December 1979 as the base Index month. To be adjusted quarterly. Capped at 15¢. (Basic formula is unchanged.)

Premium Pay: 35¢ (new) for First Aid Attendant.

Vacation Pay: 7% (6%) after 8 years' service.

Bereavement Leave: Grandparents and grandchildren are added for 1 day's paid leave.

Health and Welfare: Weekly Indemnity - Benefit increases to \$130 (\$100) per week. Effective November 1, 1979, \$150 per week.

Canadian A.S.E. Limited at Toronto - Local 8694, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 11, 1978 to December 11, 1980, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 11/78</u>	<u>Dec. 11/79</u>
Average Increases		4%	4%
Level 1 (Assembler)		\$4.15-\$4.30 (\$4.00-\$4.15)	\$4.35-\$4.50
Level 11 (10) (includes Tool & Diemaker A)		\$9.05-\$9.30 (\$8.75-\$9.00)	\$9.35-\$9.60

Maximum rates are reached upon completion of the three calendar months' probationary period.

Shift Premium: 0-25¢-25¢ (0-20¢-25¢). Effective December 12, 1979, 0-27¢-27¢.

Paid Holidays: ½ day is added on Christmas Eve, for a total of 10½ days.

Paid Vacation: 3 weeks after 6 (7) years' service and 4 weeks after 15 (17) years. Effective December 11, 1979, 3 weeks after 5 years.

Safety Shoe Allowance: Employer pays up to \$23 toward the cost of a second pair of shoes (new), and up to \$30 toward the cost of a second pair of boots (new), for Electroplaters.

Davidson Rubber Company Limited at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
	General Increases	10%	7½%	8%
	Labour Grade 3 (Trimmer)	\$3.74-\$4.26 (\$3.41-\$3.95) plus incentive	\$4.02-\$4.58 plus incentive	\$4.34-\$4.94 plus incentive
	Labour Grade 21 (Electrician)	\$6.18-\$7.41 (\$5.62-\$6.74)	\$6.65-\$7.97	\$7.18-\$8.61
Probationary period is 60 calendar days. Maximum rate for Trimmer is reached after three 3-month increases and, for Electrician, is based on progression plus merit.				
Wage Reopener:	Effective in the third year, wages will be reopened if inflation in the first two years exceeds the wage increases for those years.			
Shift Premium:	Effective February 27, 1979, 0-17¢-22¢ (0-15¢-20¢). Effective January 1, 1980, 0-20¢-25¢.			
Paid Vacation:	3 weeks after 5 (6) years' service and 4 weeks (new) after 15 years.			
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective March 1, 1979, \$9,000 (\$8,000) coverage. Effective January 1, 1980, \$10,000.			
	<u>OHIP</u> - Effective March 1, 1979, employer pays 100% (70%) of cost of premiums.			
	<u>Dental Plan (new)</u> - Effective March 1, 1979, employer pays 100% of cost of premiums for a basic dental care plan. Payments are based on the 1978 Ontario Dental Association schedule of fees.			
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1979, \$6.00 (\$4.50) per month per year of future service. Effective January 1, 1981, \$7.00.			
Safety Shoe Allowance:	\$15 (\$12) toward the cost of 1 pair per year. Effective January 1, 1981, \$20.			
Prescription Safety Glasses (new):	Employer provides 1 pair every two years.			

ELECTRICAL PRODUCTS

Slater Products, Division of Slater Steel Industries Limited at Hamilton - Local 3505, Steelworkers (AFL-CIO/CLC) (hourly-rated and production employees): A 36-month renewal agreement effective from February 1, 1979 to January 31, 1982, covering 205 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	Feb. 1/79	Feb. 1/80	Feb. 1/81
	General Increases on CWS base rate	60¢	15¢	10¢

	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>	<u>Feb. 1/81</u>
Trades and Crafts Adjustment		5¢	
Job Class Increment	13¢ (12.5¢)	13.5¢	14¢
Job Class 2 (Labourer)	\$5.551 (\$4.821)	\$5.706	\$5.811
Job Class 21 (20) (Toolmaker)	\$8.021 (\$7.196)	\$8.321	\$8.521

Previous rates reflect a rollback by the Anti-Inflation Board and the fold-in of monies that would have partially financed the COLA provision.

Add-on Allowance: During the life of this agreement, the employer will maintain the additional 25¢ plus 2 cents per job class increment "add-on" allowance. This allowance is not reflected in the sample rates shown above.

Cost of Living Allowance: Effective in the second contract year, 1¢ for each 0.3 point rise in the Consumer Price Index - 1971=100 - over the September 1979 Index base. To be adjusted quarterly and paid as an add-on. Capped at 40¢ during the provision's first year. No cap in the provision's second year. (Previous provision was inoperative. Monies that would have partially financed it were folded into the hourly wage rates.)

Sunday Premium: \$1 (\$.75) per hour worked.

Bereavement Leave: Brother-in-law and sister-in-law of employee's spouse are included in definition of "immediate family" for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective March 1, 1979, \$13,500 (\$12,000) coverage.

Weekly Indemnity - Effective March 1, 1979, benefit is \$160 (\$150) per week. Effective February 1, 1980, \$170. Effective February 1, 1981, \$180.

Effective February 1, 1981, benefits are payable for a maximum of 52 (39) weeks.

Dental Plan - Effective March 1, 1979, payments are based on the 1978 (1975) Ontario Dental Association fee schedule. Effective February 1, 1980, the 1979 fee schedule is implemented.

Pension Plan: Basic Benefit - Effective February 1, 1980, \$12 (\$10) per month per year of service, to a maximum of 40 years.

Present Retirees - Effective March 1, 1979, benefits for present retirees increase by \$20 per month over current level. Proportional increases are granted to survivors and to employees retiring without actuarial reduction between March 1, 1979 and January 31, 1980.

Supplementary Benefit - Effective February 1, 1980, \$11 (\$9) per month per year of service, to a maximum of 30 years.

Early Retirement - Effective February 1, 1980, employees may retire without actuarial reduction after 35 years' service (new).

Meal Allowance (new): Effective February 1, 1979, \$2 after 3 hours of overtime.

Safety Shoe Allowance: \$20 (\$10) per employee, payable at intervals of not less than one year.

Metric Tool Allowance (new): Effective February 1, 1979, employer pays 100% of cost of metric tools designated as "required".

Federal Pioneer Limited at Bramalea - Local 564, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from December 21, 1978 to December 20, 1980, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 21/78</u>	<u>Dec. 21/79</u>
	General Increases	6%	5%
	COLA Fold-in	10¢	
	Labour Grade I (includes Assembler/ Machine Operator II)	\$5.53-\$5.71 (\$5.12-\$5.29)	\$5.81-\$6.00
	Labour Grade 16 (Tool & Diemaker I)	\$7.80-\$7.98 (\$7.26-\$7.43)	\$8.19-\$8.38

Previous rates reflect a 10-cent rollback by the Anti-Inflation Board.

Probationary period is 55 worked days. Maximum rates are reached after two 3-month increases and one 6-month increase.

Cost of Living Allowance: 7¢ generated under the 1976-78 agreement continues to float.
1¢ for each 0.5 point increase in the Consumer Price Index - 1971=100. To be paid quarterly. (Basic formula is unchanged except for the elimination of the 6% trigger.)

Shift Premium: 0-25¢-25¢ (0-22¢-22¢).

Group Leader Premium: 30¢ (25¢) per hour.

Lead Hand Premium: 20¢ (15¢) per hour.

Line Leader Premium: 15¢ (10¢) per hour.

Paid Holidays: 1 half day is added on each of Christmas Eve and New Year's Eve, for a total of 12 days.

Paid Vacation: 4 weeks after 12 (13) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$9,000 (\$8,000) coverage.

Mileage 23¢ (20¢) per mile, or 14¢ per kilometre.
Allowance:

Safety Shoe \$22 (\$20) toward the cost of 1 pair per year.
Allowance:

NON-METALLIC MINERAL PRODUCTS

Canadian Ohio Brass Company Limited at Niagara Falls - Local 1345, Teamsters
(Ind.): A 24-month renewal agreement effective from January 29, 1979 to January 28, 1981, covering 290 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 29/79</u>	<u>Jan. 29/80</u>
	General Increases	60¢	57¢
	Kiln Helper 2nd	\$6.19 (\$5.59)	\$6.76
	Machinist	\$7.32 (\$6.72)	\$7.89

Cost of Living Provision: Inoperative during the term of this agreement, as previously.

Bereavement Leave: 3 (1) days' paid leave upon the death of a grandparent.

Health and Welfare: Life Insurance - \$15,000 (\$12,000) coverage. Effective January 29, 1980, \$16,000.

Weekly Indemnity - Benefits increase to \$177 (\$160) per week. Effective January 29, 1980, \$185 per week or the UIC maximum, whichever is greater.

Dental Plan - Employer pays 50% of the cost of Blue Cross Dental Plan #9 (#7). Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - \$2.50 (\$2.00) per month per year of service. Effective January 29, 1980, \$3.25.

Meal Allowance: \$3.00 after 11 consecutive hours of work. (Previously, after 4 hours of overtime.)

Safety Shoe Allowance: \$35 (\$30) toward the cost of 1 pair per year.

Prescription Safety Glasses Allowance: \$25 per year toward the cost of frames (new).

CHEMICAL AND CHEMICAL PRODUCTS

Polysar Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers (AFL-CIO/CLC)
(plant employees): A 24-month renewal agreement effective from March 8, 1979 to March 7, 1981, covering 1,530 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 8/79</u>	<u>Mar. 8/80</u>	<u>Sept. 8/80</u>
General Increases		8.5%	7.5%	
Adjustments (2 top rates)			10¢	10¢
Labourer		\$7.09 ((\$6.53))	\$7.62	
Trucker		\$8.50 ((\$7.83))	\$9.14	
Tradesman 1st Class		\$9.93 ((\$9.15))	\$10.77	\$10.87
Shift Premium:	Effective March 8, 1979, 0-40¢-60¢ (0-37¢-55¢). Effective March 8, 1980, 0-43¢-75¢.			
Overtime Pay:	Double time will be paid for all overtime. (Previously, double time applied primarily for all overtime worked during a night shift or for all hours of overtime, in excess of 4 hours, that were worked during any other part of the day.)			
Health and Welfare:	<u>Life Insurance for Retirees</u> - \$2,000 (\$1,000) coverage for employees retiring on or after March 8, 1979.			
	<u>Dental Plan (new)</u> - Plan provides 100% coverage on basic services and 50% coverage on major restorative services. Payments are based on the 1979 Ontario Dental Association fee schedule initially and on the 1980 fee schedule commencing in 1980. Employer pays 85% of premium costs.			
Pension Plan:	<u>Early Retirement</u> - Granted at 62 (64) with bridge payments until CPP benefits are obtained. (Previously, no bridge.)			

FORESTRY

American Can of Canada Limited, Woodlands Division at Marathon - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
General Increases		52¢	49¢
Labourer		\$8.15 ((\$7.63))	\$8.64
Carpenter (qualified)		\$9.99 ((\$9.47))	\$10.48
Shift Premium:	Effective September 1, 1978, 0-26¢-29¢ (0-24¢-27¢). Effective September 1, 1979, 0-27¢-30¢.		
	Effective September 1, 1978, 26¢ (24¢) per hour for each second shift worked for Cook, Baker, Second Cook, Cooke, Choreboy, Watchman and Caretaker. Effective September 1, 1979, 27¢.		

Premium Pay: Effective February 7, 1979, 35¢ (30¢) per hour for tradesmen and helpers assigned to a bush garage, or to work in the yard of the main camp or central garage for 1 full shift, or to work away from a main camp or central garage.

Call-out Pay: Employees called out on their sixth day or Sunday receive the appropriate overtime rate. Minimum payment is 4 hours at time and one-half (new).

Overtime Pay: Double time (time and one-half) after 8 hours of work on an employee's designated sixth day.

Vacation Pay: Effective September 1, 1978, 8% after 2,400 (2,800) worked days and 10% after 4,400 (5,000) worked days.

Bereavement Leave: Son-in-law and daughter-in-law are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective March 1, 1979, \$20,000 (\$15,000) coverage.

OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plan - Effective March 1, 1979, employer contributes \$21.09 (\$17.84) per month for single employees and \$42.63 (\$36.13) for married employees.

Weekly Indemnity - Effective March 1, 1979, benefit increases to \$190 (\$170) per week. Effective September 1, 1979, \$210 per week.

Long Term Disability Plan (new) - Effective March 1, 1979, employer pays 100% of the cost of premiums. Benefits are 50% of monthly earnings up to a maximum of \$800 per month, reduced by any Government disability benefits.

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association schedule of fees.

Commuter Allowance: Effective September 1, 1978, \$4.85 (\$4.58) per day. Effective September 1, 1979, \$5.10 per day.

Safety Apparel Allowance: Employer sells safety boots and pants at \$5.50 (\$4.00) below cost and safety gloves and mitts at \$3.50 (\$3.00) below cost to the employees.

Travel Allowance: Effective September 1, 1978, \$5.91 (\$3.94) per week.

Fire and Theft Insurance: Maximum of \$1,500 (\$1,000) coverage on tools and personal belongings.

Power Saw Rentals: Effective September 1, 1978, \$6.85 (\$6.45) per day for felling and limbing and \$7.85 (\$7.45) for bucking at a landing. Effective September 1, 1979, \$7.25 and \$8.25, respectively.

Domtar Forest Products (formerly, Domtar Woodlands Limited), Nipigon Division at Red Rock - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	5% on piecework rates, 52¢ for hourly-rated employees	4% on piecework rates, 47¢ for hourly-rated employees
	Labourer, General	\$8.15 (\$7.63)	\$8.62
	Carpenter (qualified)	\$9.99 (\$9.47)	\$10.46
	Changes in Shift Premium, Premium Pay, Call-out Pay, Overtime Pay, Bereavement Leave, Health and Welfare, Safety Apparel Allowance and Fire and Theft Insurance are similar to those reported above for American Can of Canada Limited, Woodlands Division at Marathon.		
Mileage Allowance:	22¢ (18¢) per mile.		
Travel Allowance:	\$4.45 (\$2.97) per week.		

MINES

Denison Mines Ltd. at Elliot Lake - Local 5762, Steelworkers (AFL-CIO/CLC) (production and maintenance employees): A 35-month renewal agreement effective from October 2, 1978 to September 1, 1981, covering 1,250 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

AIB Changes/
Previous
Agreement: The scheduled increase for January 1, 1976 was reduced by 8¢ per hour. The October 1, 1977 increase was deferred to January 1, 1978 and the 8¢ was restored at that time. The COLA was capped at 63¢.

Wages: Each employee active at the time of the settlement receives settlement pay of \$400.

Effective	<u>Jan. 1/79</u>	<u>Oct. 2/79</u>	<u>Oct. 2/80</u>
COLA Fold-in	63¢	accumulated float	accumulated float
General Increases	70¢	10¢	10¢
General Labourer	\$7.45 (\$6.12)		
General Miner - Grade 1	\$8.33 (\$7.00)		
Tradesman "A"	\$9.20 (\$7.87)		

New Wage
Structure: A Cooperative Wage Study (C.W.S.) system will be implemented January 21, 1980. It will provide a standard hourly wage scale with increments between job classes of 13¢ per hour, rising to 14¢ per hour on October 2, 1980.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. To be adjusted quarterly throughout, with the first adjustment scheduled for February 1979. Any allowance generated will be folded into the wage structure at interim points during the agreement, as scheduled above. (Formula is unchanged.)

Sunday Premium: \$1.25 (\$1) per hour for regularly scheduled work. 25¢ per hour, in addition to overtime rates, for non-regularly scheduled work on Sunday. (Previously, just overtime rates.)

Underground Premium: 30¢ (20¢) per hour for maintenance service employees.

Paid Vacation: Effective in the vacation year beginning June 1, 1979, 5 weeks after 15 (20) years and 6 weeks (new) after 20 years.

Bereavement Leave: Brother-in-law and sister-in-law are added to the definition of "immediate family" for up to 3 days' paid leave.

Committee Leave (new): 1 day's paid leave per week for the Chairman of the Union General Environment-Safety-Health Committee.

Pay for time away from work for Union members attending Incentive Committee meetings.

Paid Leave for Union Business: 5 (3) days per week for President of the Local.

Court Witness Pay (new): Make-up pay allowed for jury duty has been extended to employees subpoenaed as court witnesses.

Health and Welfare: Life Insurance - \$16,000 (\$13,000) for active employees and \$4,000 (\$3,000) for new retirees.

A.D. & D. - \$8,000 (\$5,000).

Weekly Indemnity - Effective upon ratification, \$175. Effective January 1, 1980, \$190. Effective January 1, 1981, \$205. (The previous agreement provided for \$150 per week, but the employer paid \$160.)

Long Term Disability - Benefit is \$450 (\$300) per month.

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule. Coverage for periodontal, endodontic, surgical and prosthetic services has been added.

Vision Care (new) - Provides, on a 24-month basis, \$200 for medically required contact lenses and \$50 for other expenses. Employer pays the premium cost.

Annual X-Ray (new) - Shift work employees receive 2 hours' pay and day work employees receive 2 hours of paid leave for the taking of an annual x-ray.

Pension Plan: Basic and Supplemental Benefits - \$12 (\$10) per month per year of service. Eligible service with Can-Met Explorations will be credited at \$7 (\$5) per month per year of service.

Vested Benefit - Deferred benefits may be claimed between the ages of 55 and 65, inclusively, subject to a reduction of 5% for every year before age 65. (Previously, no option. Benefits commenced at age 65.)

Survivor Benefit (new) - Applies automatically if employee dies either before or after retirement with at least 10 years of service. (Previously, the Plan was optional and entailed reduced benefits to the employee upon retirement.)

Tool Allowance (new): In lieu of the former policy, \$1 per shift for 6 classifications of tradesmen. (Previously, the employer replaced tools broken or stolen.)

Union Education Fund (new): \$10,000 per year to the Union for training in the administration of the contract.

Contracting Out: The number of contractors' employees performing production or maintenance work will be limited to 10% (15%) of the number of employees in the bargaining unit.

Rio Algom Ltd. at Elliot Lake - Local 5417, Steelworkers (AFL-CIO/CLC) (production and maintenance employees): A 31½-month renewal agreement effective from January 16, 1979 to September 1, 1981, covering 1,400 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

AIB Changes/ Previous Agreement: The scheduled increase for January 16, 1976 was reduced by 8¢ per hour. The October 15, 1977 increase was deferred to January 16, 1978 and the 8¢ was restored at that time. The COLA was capped at 63¢.

Wages:	Effective	<u>Jan. 16/79</u>	<u>Oct. 16/79</u>	<u>Oct. 16/80</u>
	COLA Fold-in	63¢	accumulated float	accumulated float
	General Increases	70¢	10¢	10¢
	Adjustment (Surface Labourer)	3¢		
	Surface Labourer	\$7.45 (\$6.09)		
	Driller	\$8.25 (\$6.92)		
	Journeyman	\$9.22 (\$7.89)		

Details of the settlement are the same as reported above for Denison Mines and Local 5762 of the Steelworkers, except for the following:

New Wage Structure: A Cooperative Wage Study (C.W.S.) system will be implemented January 21, 1980. It will provide a standard hourly wage scale with increments between job classes of 13¢ per hour, rising to 14¢ per hour on October 16, 1980.

Journeymen Premium (new): \$1 per day for certified tradesmen classified as journeymen.

Sunday Premium: \$1.25 (\$1) per hour for regularly scheduled work. No change in 25-cent-per-hour premium for non-regularly scheduled work.

Underground Premium (new): 30¢ per hour for maintenance service employees.

Bereavement Leave: Brother-in-law and sister-in-law are added to the definition of "immediate family" for up to 3 days' paid leave. The requirement that the funeral be attended has been deleted.

Committee Leave (new): A total of 2 days' paid leave per week for either the Chairman of the Health-Safety-Environment Committee or the Chairman of the Grievance Committee.

Health and Welfare: Major Medical - Deductible per certificate holder is \$10 (\$25).
Other Health and Welfare provisions are the same as those reported for Local 5762.

Pension Plan: Basic and Supplemental Benefits - \$12 (\$10) per month per year of service. Eligible service with predecessor companies will be credited at \$7 (\$5) per month per year of service.
Other Pension changes are the same as those reported for Local 5762.

Tool Allowance (new): In lieu of the former policy, \$1 per shift for designated tradesmen. (Previously, the employer replaced tools broken or stolen.)

TRANSPORTATION

Kitchener City Corporation, Transit Division, Department of Supply and Services - Local 304, Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1978 to May 31, 1979, covering 209 employees, settled by voluntary arbitration following a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 1/78</u>	<u>Jan. 1/79</u>
	General	5%	2%, non-
	Increases		compounded
	Bus Operator	\$6.97-\$7.21 (\$6.64-\$6.87)	\$7.11-\$7.35
	Machinist	\$7.40-\$7.72 (\$7.05-\$7.35)	\$7.55-\$7.87

Probationary period is 3 months for Bus Operator and 6 months for Machinist. Maximum rate for Bus Operator is reached after 12 months and, for Machinist, after 6 months.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Lead Hand Premium: 40¢ (30¢) per hour.

Paid Vacation: 3 weeks after 3 (5) years' service, 4 weeks after 10 (12) years and 5 weeks after 18 (20) years.

Health and Welfare: Extended Health Care Plan - Effective December 1, 1978, prescription eyeglass coverage is added (new). Maximum claim is \$60 per family member every 24 months. No deductible.

Dental Plan - Effective December 1, 1978, Blue Cross Dental Plan #9 (#7) is implemented.

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Local 213, Newspaper Guild (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 440 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Dec. 1/78	Dec. 3/79
General Increases		6.5%	7%
Additional Adjustment		\$95 for Group 1; \$97 for Group 2 and \$100 for Group 3	
Group 1 (includes Copy Clerk)		\$9,250-\$10,112 (\$8,590-\$ 9,400)	\$9,898-\$10,820
Group 9 (includes Senior Program Editor)		\$25,812-\$26,361 (\$24,237-\$24,899)	\$27,618-\$28,206

Probationary period is 3 months. Maximum rate for Copy Clerk is reached after two 6-month increases. Maximum rate for Senior Program Editor is reached after one 12-month increase.

Shift Premium: \$7.50 (\$7.00) per shift. Effective December 1, 1979, \$8.00 per shift.

Paid Vacation: 5 weeks after 20 (22) years' service.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CLC): An 18-month renewal agreement effective from January 1, 1979 to June 30, 1980, covering 290 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages;	Effective	Jan. 1/79	Oct. 1/79
General Increases		7.85%	8%
<u>Non-Office</u>			
Groundman		\$6.42-\$7.33 (\$5.95-\$6.80)	\$6.93-\$7.92
Lineman - 1st Class		\$9.88 (\$9.16)	\$10.67

<u>Office</u>	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>
General Clerk	\$159.36-\$178.10 (\$147.76-\$165.14)	\$172.11-\$192.35
Engineering Technician	\$336.25-\$384.46 (\$311.78-\$356.48)	\$363.15-\$415.22

Probationary period is 6 months. Maximum rates for Groundman are reached after two 6-month increases, for General Clerk after two 6-month and one 12-month increases and, for Engineering Technician, after two 12-month increases.

Paid Vacation: 4 weeks after 12 (14) years' service.

Bereavement Leave: 4 (3) days' paid leave in the event of the death of a spouse.

Health and Welfare: Dental Plan - Rider #2 is added (new). Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees. Effective in 1980, the 1979 O.D.A. fee schedule.

Safety Boot Allowance: \$60 (\$40) per year.

RETAIL TRADE

Boots Drug Stores (Canada) Ltd. (formerly, G. Tambllyn, Ltd.), various centres in Ontario - Locals 206 and 486, Retail Clerks (AFL-CIO/CLC) (full and part-time employees): A 24-month renewal agreement effective from September 4, 1978 to September 3, 1980, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

AIB Rollback/
Previous Agreement: Total compensatory increases in the first and second years were limited to 12% and 8.3%, respectively. Wage rates shown below for the previous agreement reflect this downward adjustment.

Wages:

Effective	<u>Sept. 4/78</u>	<u>Feb. 5/79</u>	<u>Sept. 3/79</u>	<u>Feb. 2/80</u>
General Increases	30¢	10¢	20¢	20¢
Adjustments (see note below)				
Stock Clerk	\$3.39-\$3.84 (\$3.09-\$3.54)	\$3.49-\$3.94	\$3.69-\$4.14	\$3.89-\$4.34
Sales Clerk	\$3.54-\$3.99 (\$3.24-\$3.69)	\$3.64-\$4.09	\$3.84-\$4.29	\$4.04-\$4.49
Pharmacy Assistant/ Cosmetician	\$3.69-\$4.44 (\$3.39-\$3.94)	\$3.79-\$4.54	\$3.99-\$4.94	\$4.19-\$5.14

Adjustments: In addition to the general increases, the Pharmacy Assistant/
Cosmetician classification will be increased by 10¢ at the 6-month step and by 20¢ at the 1-year step on September 4, 1978 and, again, on September 3, 1979.

Paid Vacation: 4 weeks after 10 (15) years. Contractually specified vacation pay for part-time employees has been extended to provide 8% of earnings after 10 years, 10% of earnings after 18 years and 12% of earnings after 25 years. (Previously, paid as a matter of Company policy.)

Company Meetings/ Lieu Time (new): Employees who voluntarily agree to attend Company meetings during their off hours will be given equivalent time off.

Sick Leave: Effective January 1, 1979, accumulation of sick leave will be limited to 10 regular working weeks under normal conditions. (Previously, no ceiling.) Current credits in excess of 10 weeks will be honoured.

Effective April 1, 1979, part-time employees with at least 1 year of service will accumulate sick leave at the rate of 1 hour for each 25 hours worked during the preceding 12 months, to a maximum credit of 40 hours (new). Credits will be calculated annually, but are not cumulative.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 223 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/78
	General Increase	6.28%
	Teacher-Category 1 0-11 years	\$12,615-\$21,851 (\$11,870-\$20,560)
	Teacher-Category 4 0-11 years	\$15,092-\$27,600 (\$14,200-\$25,970)
	<u>Principals</u>	
	"A" Schools - 900 or more students	\$35,816-\$38,154
	-(1,000 or more students)	(\$33,700-\$35,900)
	"B" Schools - less than 900 students	\$34,435-\$36,773
	(less than 1,000 students)	(\$32,400-\$34,600)
	<u>Vice-Principals</u>	\$32,628-\$33,797 (\$30,700-\$31,800)

Health and Welfare: Long Term Disability Plan - Employer pays 75% (66 2/3%) of the premium cost.

Carleton Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 995 employees, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:

Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>	<u>Sept. 1/79</u>
COLA Fold-in	13.5%		
Average Increases		5%	4%
<u>Annual Rates</u>			
Teacher, Category 1 0-10 years	\$15,810-\$24,940 (\$13,930-\$21,975)	\$16,600-\$26,185	\$17,265-\$27,235
Teacher, Category 4 0-10 years	\$18,170-\$30,250 (\$16,010-\$26,655)	\$19,080-\$31,760	\$19,840-\$33,035
Principal 0-3 years	\$38,175-\$40,985 (\$33,635-\$36,110)	\$39,685-\$42,495	\$40,960-\$43,770

Cost of Living Provision: Discontinued.

Responsibility Allowances:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Major Department Head		\$2,840 (\$2,500)	No change
Minor Department Head		\$1,930 (\$1,700)	No change
Assistant Head		\$1,305 (\$1,150)	\$1,475
Administrative Head (major)		\$2,840 (\$2,500)	No change
Administrative Head (minor)		\$1,930 (\$1,700)	No change
Teacher Coordinator		\$1,475 (\$1,300)	No change

Health and Welfare: Employee Benefit Plans - Effective January 1, 1979, Board pays 80% (75%) of premium costs.

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 441 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/78</u>
Average Increase		8.95%, including grid increment
Teacher - Category D 0-8 years		\$9,500-\$15,312 (\$9,200-\$14,300)
Teacher - Category A1 0-12 years		\$11,700-\$23,000 (\$11,600-\$21,500)

Sept. 1/78

Teacher - Category A4 \$13,700-\$27,500
0-12 years (\$13,600-\$25,500)

Principals \$30,400-\$32,500
("A" Schools: \$26,700-\$29,500
"B" Schools: \$27,700-\$30,500)

Health and Welfare: Long Term Disability Plan (new) - Effective for eligible employees hired on or after January 4, 1979, employer pays 75% of the cost of premiums. Additional information is not available.

Responsibility Allowance: Vice-Principals - Category plus \$1,400 upon appointment, plus \$1,400 the following year, to a maximum of Category plus \$2,800. (Previously, for "B" schools only, Category plus \$1,300 upon appointment, plus \$1,300 the following year, to a maximum of Category plus \$2,600.)

Frontenac County Board of Education - Local 1480, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
	Increases	38¢-56¢	35¢-55¢
	Cafeteria Assistant	\$5.00 (\$4.62)	\$5.35
	Caretaker	\$5.67 (\$5.22)	\$6.12
	Craftsman I	\$8.20 (\$7.64)	\$8.75

Cost of Living Provision: Discontinued.

Shift Premium: 0-17¢-20¢ (0-15¢-15¢).

Call-out: Maintenance employees called out between 4:00 a.m. and 8:00 a.m. receive 1 hour's pay for breakfast (new).

Paid Vacation: 5 weeks after 22 (23) years' service.

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 500 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Average Increases	6%	6%
	Teacher - Category I 0-11 years	\$13,171-\$23,667 (\$12,426-\$22,327)	\$13,961-\$25,087

	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Teacher - Category IV 0-12 years	\$15,695-\$28,652 (\$14,807-\$27,030)	\$16,637-\$30,371
Principal 0-4 years	\$35,257-\$38,497 (\$33,261-\$36,318)	\$37,372-\$40,807

NOTE: Previous rates include \$605 in Earnings Protection Allowance and \$250 in COLA paid to the employees in June, 1978 and folded into the grid for negotiation purposes.

Cost of Living Provision: Deleted.

Earnings Protection Provision: Deleted.

Travel Allowance: 18.5¢ (18¢) per mile.

Grey County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 317 employees, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Feb. 1/79</u>
	Average	8.3%	0.7%
	Increases		
Teacher-Category I 0-10 years		\$12,952-\$22,666 (\$12,000-\$21,000)	\$13,044-\$22,827
Teacher-Category IV 0-12 years		\$15,111-\$28,062 (\$14,000-\$26,000)	\$15,218-\$28,261
Principal		\$35,200-\$38,200 (\$33,000-\$36,000)	

Cost of Living Allowance: 1% for each 1% increase in the Consumer Price Index - 1971=100 - above the September 1978 Index base. Triggered at 8%. Payable semi-annually. Capped at 12%. (Basic formula is unchanged.)

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 229 employees, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.5%
Teacher - Category D 0-6 years		\$9,475-\$13,365 (\$8,895-\$12,550)
Teacher - Category A1 0-11 years		\$12,540-\$21,645 (\$11,775-\$20,325)

	<u>Sept. 1/78</u>
Teacher - Category A4 0-12 years	\$15,255-\$27,535 (\$14,325-\$25,855)
Responsibility Allowances:	<u>Principals</u> - \$24.75 (\$22.90) per pupil, up to and including 200 pupils. <u>Vice-Principals</u> - \$2,400, plus salary grid. (Previously, \$5.70 per pupil, up to and including 200 pupils, and \$4.55 per pupil, beyond 200 pupils.)
Health and Welfare:	<u>Dental Plan (new)</u> - Effective September 1, 1978, employer contributes 85% of the cost of premiums for Blue Cross Dental Plan #9, or its equivalent.
<u>Hamilton City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 14 months.</u>	
Wages:	<u>Sept. 1/78</u>
Effective	
General Increase	6.86%
<u>Annual Rates</u>	
Teacher, Category 1 0-11 years	\$13,457-\$22,509 (\$12,593-\$21,064)
Teacher, Category 4 0-11 years	\$16,148-\$28,750 (\$15,111-\$26,903)
<u>Principals</u>	
Vocational Secondary Schools 0-2 years	\$34,520-\$37,300 (\$32,420-\$35,200)
Composite Secondary and Grade 13 Schools 0-2 years	\$36,240-\$39,400 (\$34,140-\$37,300)
<u>Vice Principals</u>	
Composite Secondary Schools 0-2 years	\$32,840-\$34,640 (\$30,740-\$32,540)
<u>Supervisors of Curriculum and Instruction</u> (Education Centre) 0-2 years	\$34,330-\$37,200 (\$32,230-\$35,100)
Health and Welfare:	<u>Premium Payment</u> - Board pays 100% of premium costs, including any increases, for OHIP and the Semi-Private Hospitalization, Extended Health Care and Life Insurance Plans. (Previously, Board paid 100% of premium costs as of September 1, 1978.) <u>Life Insurance</u> - Effective February 1, 1979, coverage is two times annual salary, to a maximum of \$50,000 (\$40,000).

Kent County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 590 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
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Average Increases

Start Rates	5.4%	6.7%
Top Rates	5.9%	7.0%

Annual Rates

Teacher, Category 1 0-5 years	\$10,100-\$14,100 (\$ 9,700-\$13,375)	\$10,850-\$15,100
Teacher, Category 4 0-10 years	\$13,170-\$21,720 (\$12,420-\$20,520)	\$14,100-\$23,300
Teacher, Category 7 0-11 (12) years	\$15,700-\$27,500 (\$14,860-\$25,960)	\$16,700-\$29,350

Principals

"A" Schools 0-3 years	\$30,700-\$34,000 (\$29,000-\$31,775)	\$32,800-\$36,100
"B" Schools 0-3 years	\$29,700-\$33,000 (\$28,000-\$30,775)	\$31,700-\$35,000
"C" Schools 0-3 years	\$28,700-\$32,000 (\$27,000-\$29,775)	\$30,600-\$33,900

Education Improvement Leave Fund:	\$105 per teacher per school year. (Previously, \$50,000 per year.)
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Federation Leave (new):	Up to 20 days per school year for the Presidents of the Branch Affiliates and the Chairperson of the Economic Policy Committee to conduct Union business. The Union will reimburse the Board for salaries paid and the Board will assume the cost of maintaining regular insurance coverage.
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Health and Welfare:	<u>A.D. & D.</u> - \$90,000 (\$60,000) coverage.
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Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule. Board pays 60% (50%) of premium costs.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC): Two 12-month renewal agreements effective from January 1, 1979 to December 31, 1979, covering 208 full-time employees and 154 part-time employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/79</u>
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45¢ for full-time empls.;
29¢ for part-time empls.

	Jan. 1/79
Part-time Cleaner	\$4.63 (\$4.34)
Labourer	\$13,053-\$13,494 (\$12,117-\$12,558)
Caretaker	\$13,769-\$14,213 (\$12,833-\$13,277)
Journeyman Electrician	\$15,527-\$15,968 (\$14,591-\$15,032)

Probationary period is 6 (3) months. Maximum rates for full-time employees are reached after one 3-month and one 9-month increase.

Paid Vacation: 6 weeks (new) after 30 years' service.

Bereavement Leave: 3 (2) days' paid leave in the event of the death of a grandparent or grandchild.

Brother-in-law and sister-in-law are included in up to 2 days' paid leave.

Sick Leave: Maximum accumulation is 412 (388) days.

Health and Welfare: Dental Plan - Effective November 1, 1979, employer pays 75% (50%) of cost of premiums. Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees.

Responsibility Allowance: Head Caretaker - \$302-\$1,374
(\$260-\$1,332)

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 755 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months

*Final acceptance of a settlement, originally scheduled for ratification in December 1978, was delayed pending the resolution of an interpretative matter.

Wages:	Effective	July 1/78	July 1/79
	General Increases	7%	8%
	Adjustments (Tradesmen)	25¢	25¢
	Matron	\$5.21 (\$4.87)	\$5.63
	Head Caretaker	\$6.92-\$7.49 (\$6.47-\$7.00)	\$7.47-\$8.09
	Carpenter, Senior	\$10.05 (\$ 9.16)	\$11.10

Shift Premium: Effective July 1, 1978, 0-25¢-25¢ (0-24¢-24¢). Effective July 1, 1979, 0-28¢-28¢.

Shift Leader Premium: 25¢ (20¢) per hour.

Paid Holidays: A half day on Christmas Eve and on New Year's Eve is added, for a total of 11 days, or 12 if Remembrance Day is observed.

Paid Vacation: Effective July 1, 1979, 5 weeks after 19 (20) years. Effective June 30, 1980, 5 weeks after 18 years and 6 weeks after 28 (30) years.

Health and Welfare: OHIP - Board pays 100% of the premium rates in effect on January 1 of each year. (Previously, paid 100% of the premium rates in effect at the time of settlement.)

Extended Health Care Plan - \$10/\$20 (\$25/\$50) deductible.

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Boot Allowance: Effective January 1, 1979, \$32 (\$30) per year. Effective January 1, 1980, \$35 per year.

Car Allowance: Maintenance Employees - Effective January 1, 1979, maximum is \$150 (\$137) per month, prorated.

Caretakers - Effective January 1, 1979, 13¢ per kilometre (20¢ per mile), with a minimum per trip of \$1 (\$.80).

Tool Allowance (new): \$50 per year for carpenters, plumbers, electricians and steam-fitters. \$25 per year for masons and tile setters.

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 850 employees, settled with mediation assistance. Duration of negotiations - 14 months.

AIB Reduction/ Previous Agreement: The cost of living clause was rendered inoperative and annual salary increases were reduced. Salary figures shown below in brackets reflect this reduction.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Feb. 1/79</u>
	<u>Annual Rates</u>		
	Teacher, Group 1 0-13 years	\$11,629-\$21,522 (\$11,003-\$20,332)	\$12,324-\$22,815
	Teacher, Group 4 0-13 years	\$14,495-\$27,001 (\$13,669-\$25,473)	\$15,361-\$28,621
	Principal 0-4 years	\$35,622-\$38,787 (\$33,765-\$36,765)	
	Vice-Principal 0-4 years	\$31,513-\$34,235 (\$29,870-\$33,450)	

		<u>Sept. 1/78</u>	<u>Feb. 1/79</u>
Consultant		\$30,727-\$33,217	
0-4 years		(\$29,125-\$31,485)	
		<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
Teacher, Group 1		\$12,697-\$23,500	\$13,934-\$24,206
Feb. 1/80,			
0-12 years			
Teacher, Group 4		\$15,830-\$29,480	\$17,380-\$30,364
Feb. 1/80,			
0-12 years			
Principal		\$37,581-\$40,920	
Vice-Principal		\$33,246-\$36,118	
Consultant		\$32,417-\$35,044	
Salary Scale/ School of Continuing Education:	<u>Hourly Rates</u>	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Night School Teacher	\$15.78 (unchanged)	\$16.73
	Summer School Teacher	\$17.01 (unchanged)	\$18.03
Cost of Living Provision:	Deleted.		
Professional Development and Educational Leave Fund:	\$50,000 (\$37,450) for each year of the agreement.		
Health and Welfare:	<u>Dental Plan</u> - Payments continue to be based on the most current Ontario Dental Association fee schedule.		
<u>Norfolk Board of Education - Ontario Secondary School Teachers' Federation (Ind.):</u>			
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 245 employees, settled with mediation assistance. Duration of negotiations - 11 months.			
Wages:	Effective	<u>Sept. 1/78</u>	
	Average Increase	6%	
	Teacher Category I	\$13,250-\$21,750	
	0-10 years	(\$12,600-\$20,700)	
	Teacher Category IV	\$16,050-\$27,650	
	0-10 years	(\$15,000-\$26,000)	
Cost of Living Allowance:	Details of the cost of living provision are not yet available as the provision is currently before an arbitrator. (Previously, .2% for each .2% rise in the Consumer Price Index - 1971=100. Triggered at 8%, with the amount generated to be paid as a lump sum.)		

Health and
Welfare:

OHIP - Employer pays 90% (75%) of premium cost.

Long Term Disability Plan - Employee pays full premium cost.
Previous employer contribution of 50% of LTD premium cost makes
up the 15% increase in the employer's contribution to OHIP.

Experience
Allowance:

\$275 (\$250) per year of other experience, trade experience or
related experience. Capped at \$2,750 (\$2,500) per year, singly
or in combination.

Northumberland and Newcastle Board of Education - Federation of Women Teachers'
Associations of Ontario and Ontario Public School Men Teachers'
Federation (Ind.): A 12-month renewal agreement effective from
September 1, 1978 to August 31, 1979, covering 605 employees,
settled with mediation assistance. Duration of negotiations - 14
months.

Wages:

Effective Sept. 1/78
General Increase \$990 per year

Annual Rates

Teacher, Category D 0-6 years	\$10,702-\$14,035 (\$ 9,712-\$13,045)
Teacher, Category A1 0-11 years	\$12,734-\$21,409 (\$11,744-\$20,419)
Teacher, Category A4 0-12 years	\$15,458-\$27,440 (\$14,468-\$26,450)

Responsibility
Allowances:

Principals

Up to 4 teachers - \$2,500 (\$529 per teacher)
4.1 to 12 teachers - \$4,000 (4.1 to 8 teachers - \$3,174; 8.1 to
12 teachers - \$4,232)
12.1 or more teachers - \$5,700 (12.1 to 16 teachers - \$5,290;
16.1 or more teachers - \$6,348)

Vice-Principals

One category at \$2,500. (Previously, \$2,328 for 12.6 to 18.5
teachers and \$2,539 for 18.6 or more teachers.) Appointments
are made in schools with 14 (12.6) or more teachers.

Red-Circled Rates - Minimum increase for current Principal or
Vice-Principal will be \$990, despite the above allowance adjust-
ments.

Health and
Welfare:

Extended Health Care Plan - \$10/\$20 (\$25/\$50) deductible.

Educational
Improvement
Leave (new):

Board provides a fund of \$15,000 per year, but prorated to \$8,000
for the remainder of this agreement.

Council of Regents for Ontario Colleges of Applied Arts and Technology on behalf of 22 community colleges, province-wide - Ontario Public Service Employees' Union (Ind.) (support staff employees): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 4,300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>	<u>Feb. 6/79</u>
General Increases		2.78%	6%	
Adjustment*				15¢
Clerk 1 (General)		\$3.90-\$4.39 (\$3.79-\$4.27)	\$4.13-\$4.65	\$4.28-\$4.80
Technologist 3		\$8.65-\$9.93 (\$8.42-\$9.66)	\$9.17-\$10.53	
Development Officer		\$9.17-\$10.57 (\$8.92-\$10.28)	\$9.72-\$11.20	

*Applies to Clerk 1 (General), Typist-Stenographer 1, Operator 1 (Key Punch), Operator 1 (Offset), Caretaker, Assistant Cook and Clerk 1 (Supply). Food Service Attendants received adjustments of 13¢ and 15¢.

The following are effective on date of ratification, February 6, 1979:

Group Leadership Premium (new): 35¢ per hour.

Shift Premium: 23¢ (20¢) per hour worked between 5 p.m. and 6 a.m.. Where more than half of the hours worked on any regular shift fall within this period, the premium will apply to all hours worked.

Bereavement Leave: Son-in-law and daughter-in-law are included for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$5,000) coverage.

Short Term Disability - 8 (6) days are at full pay; remaining days of coverage are at 2/3's pay (unchanged).

Mileage Allowance: Southern Ontario

0-4,000 km	14¢/km	(0-5,000 miles	20¢/mile)
4,001-12,000 km	12¢/km	(5,001-15,000 miles	16¢/mile)
12,001 km or more	10¢/km	(15,001 miles or more	14¢/mile)

Northern Ontario - Add 1¢ to all previous and new rates shown above for Southern Ontario.

York University at Downsview - Local 1356, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 16-month renewal agreement effective from January 1, 1979 to April 30, 1980, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: All employees on the payroll as of February 28, 1979 receive settlement pay of \$75. Amount is prorated for employees starting employment after January 1, 1979.

Effective	<u>Mar. 7/79</u>	<u>May 2/79</u>	<u>Jan. 8/80</u>
General Increases	20¢	20¢	20¢
Skilled Trades Adjustment			7¢ for Trades II; 11¢ for Trades I and III
Cleaner I - Days	\$5.25 (\$5.05)	\$5.45	\$5.65
Trades III (includes Electrician)	\$9.59 (\$9.39)	\$9.79	\$10.10

Previous rates reflect a 2% upward adjustment made during the term of the 1978 contract.

Witness Duty Pay (new): Employees subpoenaed as witnesses receive fully-paid leave of absence.

Health and Welfare: Premium Payment - Employer continues to pay 75% of the premium costs of the hospital, medical and life insurance program for 3 months for employees absent due to personal, Union duty or maternity leave. (Previously, payment continued for two consecutive pay periods only.)

Dental Plan (new) - Effective May 1, 1979, employer pays 75% of cost of premiums for basic dental plan. Payments are based on the 1978 Ontario Dental Association fee schedule.

PERSONAL SERVICES

The Textile Rental Institute of Ontario at Toronto - Local 351, Laundry Workers (CLC): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 1,500 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

This agreement covers the Commercial Division operations. Negotiations for the Hospital Division are currently in progress.

Wages:

Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Jan. 1/81</u>
General Increases	40¢	30¢	5¢	wage reopener
Adjustments (employees presently earning \$4.60 or more)	5¢	5¢		

Rate examples are currently not available.

Paid Vacation: Effective in 1979, 3 weeks after 7 (10) years. Effective in 1980, 3 weeks after 6 years and 4 weeks (new) after 25 years.

Health and Welfare Fund: Effective March 1, 1979, employer contributes \$24 (\$16) per month per employee to Union fund. Effective January 1, 1980, \$30 per month.

Safety Shoe Allowance (new): \$20 per pair, to a maximum of 2 pairs per year, where required.

Prince Hotel at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC) (full and part-time employees): A 25-month renewal agreement effective from December 1, 1978 to December 31, 1980, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Jan. 1/80</u>
	Increases	7% for present employees; 0-37¢ for new employees	8% for present employees; 19¢-45¢ for new employees
	Waiter/ Waitress	\$3.20 (\$3.05)	\$3.39
	Station Chef	\$5.62 (\$5.25)	\$6.07

Minimum Wage: If the minimum wage is adjusted upward, the rate for all employees will be the contract rate or 15¢ per hour over the applicable minimum wage, whichever is greater (unchanged).

Probationary Period: 50 (90) days worked.

Paid Holidays: Easter Monday replaces Remembrance Day.

Effective January 1, 1980 for employees having 1 year's service, employee's anniversary date is granted, for a total of 11 days.

Paid Vacation: 3 weeks after 5 (8) years' service.

Health and Welfare: A new comprehensive medical plan will be introduced which will include life insurance coverage, accidental death and dismemberment, weekly indemnity, OHIP, extended health care, maternity expenses, mental and nervous treatment and dental care. Further details are not yet available. (Previously, employer paid 50% of cost of OHIP premiums for employees with 3 months' service and 100% of same for employees with 1 year's service. Employees on sick leave received full pay on and after the fourth day of a qualified illness, for up to a maximum of 7 days in a calendar year.)

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (postal supervisors): A 10-month renewal agreement effective from February 27, 1979 to December 31, 1979, with wages retroactive to April 10, 1978, covering 4,130 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 10/78</u>	<u>Apr. 2/79</u>
	General Increases	6%	7.5%
	<u>Weekly Rates</u>		
	PO-SUP-1	\$317.58-\$330.75 (\$299.60-\$312.03)	\$341.40-\$355.56
	PO-SUP-4	\$369.69-\$385.02 (\$348.76-\$363.23)	\$397.42-\$413.90
	PO-SUP-7	\$430.33-\$448.20 (\$405.97-\$422.83)	\$462.60-\$481.82
Cost of Living Provision:	Deleted. No money was generated under the previous provision.		
Shift Change:	Time and one-half for all hours worked on the first shift when the employer gives less than 48 hours' advance notice of a change of shift or days of work (new).		
Paid Vacation:	Effective in April 1979, 4 weeks after 10 (13) years and 15 weeks after 25 (27) years.		
Footwear Allowance:	Effective in April 1979, \$145 (\$133) per year.		
Uniforms and Protective Clothing:	Provided for eligible employees in Levels 1, 2, 3, and 4 (previously, Levels 1, 2 and 3).		
Transportation:	Employer provides transportation to the nearest physician or hospital and, from there, to home or work, when required as a result of injury on the job, heart attack or other serious ailment occurring on the job (new).		

Government of Canada (Treasury Board) - Canadian Union of Professional and Technical Employees (Ind.) (translation group): A 1-month renewal agreement effective from February 16, 1979 to March 18, 1979, with wages retroactive to March 19, 1978, covering 1,220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 20/78</u>
	Increase	
	TR-1	6%
	TR-2	\$1,225
	TR-3	\$1,410
	TR-4	4.5%
	<u>Annual Rates</u>	
	TR-1	\$11,170-\$19,890 (\$10,540-\$18,761)
	TR-2	\$18,659-\$24,161 (\$17,434-\$22,936)

Mar. 20/78

TR-3	\$23,265-\$28,727 (\$21,855-\$27,317)
TR-4	\$25,682-\$30,788 (\$24,576-\$29,462)

Shift Premium: 0-27¢-33¢ (0-20¢-25¢).

Weekend Premium (new): 20¢ per hour for regularly scheduled work on Saturday and Sunday.

Paid Vacation: Effective November 13, 1978, 4 weeks after 10 (12) years and 5 weeks after 25 (27) years.

Overtime Meal Allowance: \$3.10 (\$2.50) after 3 hours of overtime.

Part-time Employees (new): Entitled to benefits in the same proportion as their weekly hours of work compare with full-time weekly hours.

Severance Pay: On retirement, severance pay is extended to employees 55 years old and older who are entitled to an immediate annual allowance. (Previously, only employees who would be receiving an immediate annuity under the Public Service Superannuation Act were entitled to severance pay on retirement.)

Government of Canada (Treasury Board) - Professional Institute (Ind.) (chemistry group): A 21-month renewal agreement effective from March 14, 1979 to December 21, 1980, covering 428 employees, settled by arbitration. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 25/78</u>	<u>Apr. 2/79</u>	<u>Dec. 24/79</u>
	Increases	6% for CH-1 and CH-4; 7% for CH-2 and CH-3	6% for CH-5	7%
	CH-1	\$10,992-\$20,680 (\$10,370-\$19,509)	\$10,992-\$20,680	\$11,761-\$22,120
	CH-4	\$28,977-\$33,977 (\$27,337-\$32,054)	\$28,977-\$33,977	\$31,005-\$36,350
	CH-5 (new)	\$31,600-\$35,680	\$33,496-\$37,821	\$35,841-\$40,460

Call-back Pay: Employee receives the greater of the applicable rate of overtime compensation for time worked or an amount calculated by multiplying the employee's hour-for-hour rate by 4 (3).

Overtime Pay: Double time for each hour worked on the second day of rest. (Previously, double time for each hour worked on the second of two contiguous days of rest if the employee worked overtime or spent time in travel on the immediately preceding day of rest.)

Standby Pay (new): Compensation is at the rate of $\frac{1}{2}$ hour for each 4-hour period. An employee required to report for work receives, in addition to the standby pay, the greater of the applicable overtime rate for time worked or a minimum of 4 hours' pay at straight-time, provided the minimum applies only once during a single period of 8 hours' standby duty.

Paid Holidays: 1 additional day, when proclaimed by an Act of Parliament as a national holiday, is added, for a total of 12 days.

Paid Vacation: Effective July 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years.

Bereavement Leave: Stepfather and stepmother are included in the definition of immediate family for up to 4 days' paid leave. Grandchild is added for 1 day's paid leave.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (engineering and land survey group): A 13-month renewal agreement effective from February 13, 1979 to March 16, 1980, with wages retroactive to September 18, 1978, covering 2,250 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 18/78</u>	<u>Sept. 17/79</u>
	Average Increases	7.46%	3.46%
	<u>Annual Rates</u>		
	EN-ENG-1	\$12,341-\$17,695 (\$11,480-\$16,460)	\$12,773-\$18,314
	EN-ENG-4	\$26,091-\$29,217 (\$24,271-\$27,179)	\$27,004-\$30,240
	EN-ENG-6	\$33,662-\$37,557 (\$31,460-\$35,100)	\$34,672-\$38,684

Field Survey Overtime Pay: Time and one-half (straight time) for work in excess of $37\frac{1}{2}$ hours in a week, up to a daily maximum of 2 hours. Time and one-half, up to a maximum of 9 ($7\frac{1}{2}$) hours, on a day of rest or holiday.

Paid Vacation: 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective September 17, 1979, 4 weeks after 10 years and 5 weeks after 25 years.

Meal Allowance (new): \$3.25 in excess of 3 hours of overtime.

LOCAL ADMINISTRATION

Durham Regional Municipality (Works Department) - Local 1785, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 245 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80
	General Increases	48¢	7%
	Additional Adjustments	5¢ for Skilled Maintenance Man	5¢ for Skilled Maintenance Man
	Labourer	\$6.75 (\$6.27)	\$7.22
	Mechanic 2 (Licensed)	\$8.42 (\$7.94)	\$9.01

Shift Premium: 0-32¢-32¢ (0-30¢-30¢). Effective January 1, 1980, 0-35¢-35¢.

Standby Pay: \$6.25 (\$6.00) per day. Effective January 1, 1980, \$6.75 per day.

Paid Vacation: Effective January 1, 1980, 4 weeks after 10 (12) years' service.

Health and Welfare: Major Medical Plan - Maximum claim for eyeglasses is \$60 (\$40) every two years.

Dental Plan - Employer pays 75% (66 2/3%) of cost of premiums.. Coverage is extended to endodontic care. 75%/25% co-insurance.

Tool Allowance: \$115 (\$100) per year for Auto Mechanics. Effective January 1, 1980, \$130 per year.

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 365 employees, settled at the arbitration stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/78
	General Increase	5.8%
	3rd Class Fire Fighter	\$14,545 (\$13,750)
	1st Class Fire Fighter	\$19,625 (\$18,550)
	District Chief	\$25,120 (\$23,745)

Overtime Pay (new): Time and one-half for all hours worked after a regular shift.

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 5,300 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

AIB Rollback/
Previous Agreement: Previous amounts shown below for mileage, police college transportation and clothing allowances represent reductions following the Anti-Inflation Board review of the 1978 agreement.

Wages:	Effective	Jan. 1/79	July 1/79	Jan. 1/80
General Increases		5.04%	3.22%	Wage Reopener
<u>Annual Rates</u>				
3rd Class Constable		\$17,597 (\$16,753)	\$18,164	
1st Class Constable		\$21,100 (\$20,087)	\$21,780	
Staff Sergeant		\$25,300 (\$24,085)	\$26,115	
Service Pay:	\$65 per year for every 5 years of service completed, to a maximum of \$455 per year after 35 years of service (unchanged).			
	In addition, eligible employees receive a Qualification Supplement each year equalling \$35 (\$25) for every 5 years of service completed, to a maximum of \$245 (\$175) after 35 years of service.			
Paid Vacation:	Effective in 1980, entitlement will be calculated from the employee's employment anniversary date (previously, from December 31 of each year).			
Bereavement Leave:	1 day's paid leave is granted to employees unable to attend the funeral of a designated member of the immediate family (new).			
Sick Leave:	Employees may draw on accumulated sick pay credits after 6 months (1 year) of service.			
Health and Welfare:	<u>Dental Plan</u> - Coverage is broadened slightly and payments in 1979 are based on the 1978 Ontario Dental Association fee schedule. In 1980, payments will be based on the 1979 fee schedule. (Previously, coverage was based on the then current fee schedule.)			
Pension Plan:	Effective January 1, 1980, the Police Benefit Fund Plan based on a career-earnings formula, with 1976 as the base year, will be converted to a final average earnings plan. Eventual consolidation under the province-wide OMERS Plan will be considered through a vote by the employees.			
Clothing Allowance:	Effective in 1979, \$475 (\$454.70) per year. Effective in 1980, \$500 per year.			
Mileage Allowance:	13¢ (10¢) per kilometre.			
Police College Transportation Allowance:	\$10 (\$5.30) per week of attendance.			

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 1/78	Nov. 1/79
	General	6 3/4%	7%
	Increases		
	<u>Bi-weekly Rates</u>		
	Salary Level 1	\$378.03-\$418.94	\$404.49-\$448.27
	36 $\frac{1}{4}$ -hour week	(\$354.13-\$392.45)	
	(includes Clerk "A")		
	Salary Level 14	\$788.11-\$927.20	\$843.28-\$992.10
	40-hour week	(\$738.28-\$868.57)	
	(includes Chief Surveyor)		

Probationary period is 6 months. Maximum rates for Clerk "A" are reached after two 3-month increases. Maximum rates for Chief Surveyor are reached after two 6-month and one 12-month increases.

Cost of Living Allowance (new): Effective in the second contract year, .1% for each .1% rise in the Consumer Price Index - 1971=100 - between the September 1979 and 1980 Indexes. Triggered at 7%. Amount generated will be folded into wages.

Shift Premium: Effective February 25, 1979, 0-30¢-30¢ (0-20¢-20¢). Effective November 1, 1979, 0-35¢-35¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (14) years' service and 6 weeks (new) after 28 years. Effective January 1, 1980, 4 weeks and 3 days after 16 (18) years' service.

Health and Welfare: Life Insurance and A.D. & D. - Effective March 1, 1979, coverage equals approximately two years' salary, up to a maximum of \$45,000 (\$40,000). Effective November 1, 1979, maximum coverage increases to \$50,000.

Extended Health Benefit Plan - Effective July 1, 1979, vision care coverage is added. Maximum benefit for prescription glasses is \$60 per insured person every 2 years.

Dental Plan - Effective March 1, 1979, employer pays 75% (50%) of cost of premiums. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule. Effective November 1, 1979, the 1978 fee schedule.

Addendum

April 1978 Settlements

FOOD AND BEVERAGE

Canada Starch Company Limited at Cardinal - Local 483, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1978 to April 15, 1981, covering 330 employees, settled at the bargaining stage and ratified in April, 1978. Duration of negotiations - 2 months.

Previous agreement, effective from April 15, 1976 to April 15, 1979, was terminated early as the result of a wage re-opening provision.

Wages:	Effective	<u>Apr. 15/78</u>	<u>Oct. 15/78</u>
	Increases	53¢-62¢	29¢-38¢
	General Labour (Rate 1)	\$5.85 (\$5.32)	\$6.14
	Electrician Mechanic Grade 3 (Rate 9)	\$7.23 (\$6.61)	\$7.60
	Journeyman Mechanic Grade 3 (Rate 10) (new)	\$7.43	\$7.81
	Effective	<u>Oct. 15/79</u>	<u>Oct. 15/80</u>
	Increases	55¢-64¢	20¢-29¢
	General Labour (Rate 1)	\$6.69	\$6.89
	Electrician Mechanic Grade 3 (Rate 9)	\$8.23	\$8.51
	Journeyman Mechanic Grade 3 (Rate 10)	\$8.45	\$8.74

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance (new): 1¢ for each 0.45 point rise in the Consumer Price Index - 1971= 100. Triggered at 3%. Effective August 1, 1979, capped at 10¢ per hour for each of the first two semi-annual adjustment periods, and at 12¢ for each of the last two. (Previously, wages were adjusted to reflect any increase in the CPI above the AIB guidelines. Payable semi-annually.)

Wage Re-Opener: If future governmental regulations affect wages as negotiated, both parties may request termination of the contract after April 15, 1980.

Saturday Premium (new): 0-\$1.25-\$1.25 per hour.

Health and Welfare: Life Insurance - Effective January 1, 1979, \$13,000 (\$11,000) coverage. Effective January 1, 1980, \$14,000.

OHIP and Drug Plan - Effective April 15, 1978, employer pays 100% of the cost of premiums for early retirees age 60 and over (new).

Weekly Indemnity Plan - Payable on a 1-1-4-15 (1-4-15) basis.

Long Term Disability Plan (new) - Effective January 1, 1979, employer pays 100% of the cost of premiums. Benefit is \$600 per month, less any government disability benefits.

Dental Plan (new) - Effective July 1, 1978, employer pays 100% of the cost of premiums for Blue Cross Preventative Basic Dental Care Plan #7. Payments are based on the 1978 Ontario Dental Association schedule of fees.

Pension Plan: Benefit Calculation - Effective January 1, 1980, the calculation of average monthly earnings is based on the best 4 (5) years' earnings in the last 10 years' service.

Early Retirement - Effective July 1, 1980, pension reduction for employees with 15 years' service is 1% (3%) for retirement at age 64 and 26% (30%) for retirement at age 55.

METAL FABRICATING

Dominion Forge Company Ltd. at Windsor - Local 195, Auto Workers (CLC): A 32½-month renewal agreement effective from April 10, 1978 to December 31, 1980, covering 345 employees, settled at the bargaining stage and ratified in April, 1978. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/78	July 1/78	Jan. 1/79
	Increases	35¢-45¢	10¢	25¢-35¢
	COLA Fold-in			12¢
	Misc. Labour	\$7.30 (\$6.95)	\$7.40	\$7.77
	Electrician	\$8.64 (\$8.19)	\$8.74	\$9.21
	Effective	July 1/79	Jan. 1/80	July 1/80
	Increases	10¢-15¢	25¢	10¢
	Misc. Labour	\$7.87	\$8.12	\$8.22
	Electrician	\$9.36	\$9.61	\$9.71

Previous rates reflect COLA fold-ins made during the term of the 1975-1977 agreement.

Cost of Living Allowance: 17-cent COLA float generated from the previous agreement continues. Effective January 1, 1979, 12¢ is folded into wages, leaving a 5-cent float.

1¢ for each 0.4 point rise in the Consumer Price Index - 1961=100. To be adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-30¢ (0-24¢-24¢). Effective January 1, 1979, 0-35¢-35¢. Effective January 1, 1980, 0-40¢-45¢.

Overtime Pay: Effective April 10, 1978, triple (double) time after 6 hours on Sunday, except for stationary engineers whose department is operating on a winter schedule.

Paid Holidays: 16 (14) paid days in 1979 and 1980.

Paid Personal Days (new): Effective in each year the employee's birthday plus the employee's anniversary date in 1979 and 1980 are optional paid personal days. In addition, December 3, 1978, March 4, 1979 and March 2, 1980 are paid personal days.

Paid Vacation: Employees with 20 years' service or more have the option of taking an additional week's vacation (new).

Bereavement Leave: 4 (3) days' paid leave in the event of the death of a wife, children and step-children. Son-in-law and daughter-in-law are added for 1 day's paid leave (new).

Health and Welfare: Life Insurance - \$14,500 (\$12,000) coverage. Effective January 1, 1979, \$16,500. Effective January 1, 1980, \$19,000.

A.D. & D. - \$7,250 (\$6,000) coverage. Effective January 1, 1979, \$8,250. Effective January 1, 1980, \$9,500.

Sickness and Accident Insurance - Effective February 1, 1978, benefits increase to \$150 (\$130) per week. Effective July 1, 1978, \$160 per week. Effective January 1, 1979, \$180 per week. Effective January 1, 1980, \$195 per week.

Extended Disability Insurance - Effective April 1, 1978, \$300 (\$200) per month. Effective January 1, 1980, \$350 per month.

Pension Plan: Employer Contribution - Effective January 1, 1977, employer contributes 81.3¢ (65¢) per hour for each hour worked.

Survivor Income Benefit Insurance - Effective May 1, 1978, \$250 (\$200) per month. Effective January 1, 1980, \$300 per month.

Bridge Survivor Income Benefit - Effective May 1, 1978, bridge benefits are \$200 per month with no carve-out. Effective January 1, 1980, \$250 per month with no carve-out. (Previously, the maximum benefit was \$200 per month and the minimum was \$150.)

Meal Allowance: \$4.00 (\$3.00) after two hours of overtime and after four hours worked by an employee on call-back (new).

Moving Allowance:

<u>Miles Between Plants</u>	<u>Single Employees</u>	<u>Married Employees</u>
50-99	\$385 (\$220)	\$865 (\$570)
100-299	\$430 (\$260)	\$955 (\$630)
300-499	\$465 (\$320)	\$1,000 (\$730)
500-999	\$565 (\$410)	\$1,180 (\$895)
1000 or more	\$650 (\$465)	\$1,355 (\$1,020)

Safety Shoe Allowance: \$15 (\$7) per pair. Effective January 1, 1979, \$20.

Tool Allowance: \$50 (\$30) for apprentices upon completion of each 1000 hours of the first 7000 hours of training and \$400 (\$240) upon graduation.

Supplementary Unemployment Benefit Plan: Employer Contribution - Effective January 1, 1978, employer contributions range from 10¢ to 12¢ per straight-time hour and 15¢ to 18¢ per overtime hour, depending upon the percentage relationship of the value of the assets of the fund to the Maximum Funding. Effective January 1, 1979, contributions are 10¢ to 14¢ per straight-time hour and 15¢ to 25¢ per overtime hour. Effective January 1, 1980, contributions increase to 12¢ to 18¢ per straight-time hour and 18¢ to 27¢ per overtime hour.

July 1978 Settlement

CONSTRUCTION

Architectural Glass and Metal Contractors Association, province-wide - Ontario Council, Painters (AFL-CIO/CLC) (glaziers - commercial, industrial and institutional construction): A 22-month renewal agreement effective from June 28, 1978 to April 30, 1980, covering 725 employees, settled at the conciliation officer stage and ratified by the last member Local in July, 1978. Duration of negotiations 2½ months.

Local 1819, Toronto

Wages:	Effective	<u>June 28/78</u>	<u>May 1/79</u>
	General	60¢	60¢
	Increases		
	Journeyman	\$11.30 (\$10.70)	\$11.90
Health and Welfare:	Effective June 28, 1978, employer contributes 90¢ (80¢) per hour worked.		

Local 1671, Thunder Bay

Wages:	Effective	<u>June 14/78</u>	<u>May 1/79</u>
	General	40¢	55¢
	Increases		
	Journeyman I (Holding Ontario Certification)	\$8.77 (\$8.37)	\$9.32
Paid Vacation:	4 weeks after 15 (17) years' service.		
Health and Welfare:	Effective June 14, 1978, employer contributes 50¢ (40¢) per hour.		

Local 1783, London

Wages:	Effective	<u>June 28/78</u>	<u>May 1/79</u>
	General	48¢	50¢
	Increases		
	Glass & Metal Mechanic	\$8.44 (\$7.96)	\$8.94

Local 1684, Chatham

Wages:	Effective	<u>June 28/78</u>	<u>May 1/79</u>
	General	41¢	45¢
	Increases		
	Glaziers Mechanic	\$7.16 (\$6.75)	\$7.61

Health and Welfare: OHIP - Effective May 1, 1978, employer pays 100% of current premium costs for employees with 3 months' service.

Local 200, Ottawa

Wages:	Effective	<u>Apr. 1/78</u>	<u>May 1/79</u>
	General	18¢	55¢
	Increases		
	Journeyman	\$8.45	\$9.00
	Metal and Glass	(\$8.27)	
	Installer		
Lead Hand Premium:	35¢ (30¢) per hour on construction work only.		
Swing Stage Premium:	42¢ (30¢) per hour.		

Bereavement Leave (new): Up to 3 days' paid leave upon the death of a wife, child, mother, father, mother-in-law, father-in-law, brother or sister.

Local 1795, Hamilton

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>May 1/79</u>
	General	53¢	20¢	60¢
	Increases			
	Journeyman	\$9.43 (\$8.90)	\$9.63	\$10.23

Health and Welfare: Effective January 1, 1978, employer contributes 35¢ (30¢) per hour worked. Effective January 1, 1979, 40¢.

Living Allowance: Effective May 1, 1979, \$12.85 (\$11.35) per day.

Local 1834, Niagara Peninsula

Wages:	Effective	<u>June 28/78</u>	<u>Dec. 1/78</u>	<u>May 1/79</u>
	General	25¢	15¢	60¢
	Increases			
	Journeyman	\$9.40 (\$9.15)	\$9.55	\$10.15

Health and Welfare: Effective December 1, 1978, employer contributes 55¢ (50¢) per hour for 40 hours per week.

Local 1590, Sarnia

Wages:	Effective	<u>On Signing</u>	<u>May 1/79</u>
	General	17¢	55¢
	Increases		
	Glass & Metal	\$8.65	\$9.20
	Full Qualified	(\$8.48)	

Local 1919, Sault Ste. Marie

Wages:	Effective	<u>Sept. 1/78</u>	<u>May 1/79</u>
	General	25¢	45¢
	Increases		
	Storefront	\$6.40	\$6.85
	Mechanic	(\$6.15)	

Local 1904, Sudbury

Wages:	Effective	<u>Jan. 1/79</u>	<u>May 1/79</u>
	General	15¢	45¢
	Increases		
	Store Front	\$7.43	\$7.88
	Mechanic	(\$7.28)	

Local 114, Kingston and Belleville

Wages:	Effective	<u>Dec. 1/78</u>	<u>May 1/79</u>
	General	16¢	45¢
	Increases		
	Metal & Glass	\$6.71	\$7.16
	Installer (fully	(\$6.55)	
	qualified)		

Rates shown are the per-hour minimum.

Local 1824, Kitchener

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>May 1/79</u>
	General	31¢	15¢	45¢
	Increases			
	Glass & Metal	\$7.21	\$7.36	\$7.81
	Mechanic (Fully	(\$6.90)		
	Qualified)			

Health and Welfare (new): Effective on signing, employer pays 100% of cost of premiums for the following:

Life Insurance - \$5,000 coverage.

Drug Plan - \$10/\$20 deductible.

Dental Plan - No deductible. 80%/20% co-insurance. Payments are based on the 1978 Ontario Dental Association fee schedule.

Local 1832, Peterborough

Wages:	Effective	<u>Dec. 1/78</u>	<u>May 1/79</u>
	General	16¢	45¢
	Increases		
	Journeyman	\$6.29	\$6.74
		(\$6.13)	

Rates shown are maximum.

Local 1832, Oshawa

Wages:	Effective	<u>June 1/78</u>	<u>May 1/79</u>
General Increases		37¢	55¢
Journeyman		\$9.37 (\$9.00)	\$9.92

Local 1684, Windsor

Details are not yet available.

Car Allowance (All Locals): Effective June 28, 1978, 13¢ per kilometre or 21¢ per mile. (Previously, allowance varied widely among Locals.)

Meal Allowances on Out-of-Town Work (Toronto, London, Ottawa, Niagara Peninsula, Sarnia, Sudbury, Kingston and Belleville, and Oshawa) Effective May 1, 1979, all meal allowances increase by 50¢.

August 1978 Settlement

TRANSPORTATION EQUIPMENT

Mack Canada Inc. (formerly, Mack Trucks Canada Limited), Oakville Assembly Plant - Lodge No. 2281 and District Lodge No. 717, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from August 26, 1978 to August 25, 1980, covering 400 employees, settled at the conciliation officer stage and ratified in August, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 26/78</u>	<u>Aug. 26/79</u>
General Increases		3% plus 5¢	4%
Cost of Living Adjustment		70¢	
Material Handler		\$8.97-\$9.20 (\$7.98-\$8.20)	\$9.34-\$9.57
Maintenance Electrician		\$9.56-\$9.78 (\$8.55-\$8.77)	\$9.95-\$10.17

Probationary period is 60 (30) days worked. Maximum rates are reached upon completion of the probationary period.

Cost of Living Allowance: 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100, using July 1978 as the base Index month. To be adjusted quarterly. (Previously, provision was inoperative under the AIB. The cost of living adjustment shown above is what would have been generated if the provision had been operative.)

Shift Premium: 0-45¢-55¢ (0-40¢-50¢). Effective August 26, 1979, 0-50¢-55¢.

Pre-shift Time and one-half for the first 4 hours and double time for all
Overtime: hours thereafter. (Previously, time and one-half for all hours
worked.)

Vacation Pay: 8½% (8%) after 5 years' service, 9½% (9%) after 10 years, 10½%
(10%) after 12 years and 11½% (11%) after 20 years.
Effective August 26, 1979, 5½% (5%) after 1 year's service, 6½%
(6%) after 2 years, 9% after 5 years, 10% after 10 years, 11%
after 12 years and 12% after 20 years.

Health and Life Insurance and A.D. & D. - \$14,000 (\$12,000) coverage after 1
Welfare: year's service.

Total and Permanent Disability (new) - Employer pays 100% of cost
of plan. Eligible employees receive the current amount of group
term life insurance in effect at the time of disability, prorated
on a monthly basis and paid in accordance with the employee's
age at the time of disability.

A lump sum equal to the employee's group term life insurance
coverage, less the total sum of the instalment payment paid up
until death, will be paid to the employee's beneficiary or estate
if an eligible employee receiving benefits, prior to age 65, dies
more than 31 days after, but within 12 months of, termination of
insurance.

Dental Plan - Effective August 26, 1979, employer pays 50% of the
cost of adding Rider #4 (new).

Vision Care (new) - Employer pays 100% of cost of Plan. Maximum
claim for eyeglasses is \$75 per person every 24 months.

Trust Pension Employer contributes 25¢ (20¢) per hour per employee, to a maximum
Fund: of \$10 (\$8) per week.

Safety Shoe \$40 (\$35) per year. Effective August 26, 1979, \$45 per year.
Allowance:

September 1978 Settlement

HEALTH AND WELFARE SERVICES

Kingston General Hospital - Local 1974, Canadian Union of Public Employees (CLC)
(support service and office and clerical empls.): Two 12-month
renewal agreements effective from April 1, 1978 to March 31, 1979,
covering 687 employees, settled at the bargaining stage and ra-
tified in September, 1978. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/78</u>
	Increase	\$32-\$40 per month for office empls., \$34-\$39 per month for service empls.

Office and Clerical Agreement

Group 4 (includes	\$817-\$852
Clerk Typist)	(\$784-\$819)

Apr. 1/78

Group 9 - \$987-\$1,037
Printer (Senior) (\$947-\$ 997)

Support Service Agreement

Dietary Aide I \$829-\$869
(\$796-\$836)

Electrician \$1,186-\$1,226
(\$1,139-\$1,179)

Probationary period is 3 months. Maximum rates are reached after two 6-month increases.

Shift Premium: Effective November 1, 1978, 0-\$1.65 (0-\$1.55).

Paid Holidays Employees required to work on a paid holiday receive time off in lieu or straight-time pay (new).
(Office Agree-
ment only):

Sick Leave: Employer recognizes alcohol and drug abuse as treatable illnesses. Employees having a problem of this nature receive the same sick leave benefits as employees suffering from other illnesses (new).

Pregnancy Leave Employer shall reimburse the monthly OHIP premiums paid by the (Service Agree- employee on approved maternity leave, up to a maximum of 6 months ment only): (new).

Health and Dental Plan (new) - Effective April 1, 1979, employer pays 50% Welfare: of the cost of premiums for Blue Cross Dental Plan #7.

December 1978 Settlement

LOCAL ADMINISTRATION

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.)
(policemen and civilian employees): A wage reopener effective from January 1, 1979 to December 31, 1979, covering 218 employees and settled at the bargaining stage in December, 1978. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	Increases	5% on 1st Class Constable's rate; widely varying amounts for civilian employees	6% on 1st Class Constable's rate; widely varying amounts for civilian employees

Policemen

3rd Class Constable	\$16,470 (\$16,168)	\$16,950
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1st Class Constable	\$20,501 (\$19,525)	\$21,731
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	<u>Jan. 1/79</u>	<u>July 1/79</u>
Inspector	\$26,651 (\$23,241)	\$28,250
<u>Civilian Employees</u>		
Clerk	\$8,150-\$10,100	\$8,756-\$10,706
Receptionist (Services)	(\$7,293-\$ 8,959)	
Communications Centre Operator	\$11,529-\$16,470 (\$10,814-\$13,251)	\$11,865-\$16,950

Probationary period is 18 months. Maximum rates for civilian employees are reached after four annual increases.

Wage Compu-
tation:

<u>Classification</u>	<u>Percentage of 1st Class Constable's Rate</u>
Inspector	130% (new)
Staff Sergeant	120% (new)
Sergeant	110% (new)
2nd Class Constable	89% (90%)
3rd Class Constable	78% (80%)
4th Class Constable	67% (70%)

Where necessary, for the January 1, 1979 increase a departure was made from the above table where employees would otherwise suffer a decrease in wages.

Negotiations in Progress during February 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage *
ACF Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	240	B
The Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	800	B
Atlas Steels Co. (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers Union (Ind.) (hourly-rated empls.)	1,750	PCB
Atomic Energy of Canada Ltd., Engineering Co., Mississauga**	Engineers' Assn. (Ind.)	440	PCB
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	WS
Boeing of Canada Ltd. (Arnprior Div.)	Machinists (AFL-CIO/CLC)	280	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	B
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford	Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	309	B
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	MED
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	CO
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	380	B
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	350	CO
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	B
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	520	B
A.R. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	310	CO
Cliffs of Canada Ltd. (Adams and Sherman Mines), Kirkland Lake and Temagami	Steelworkers (AFL-CIO/CLC)	755	B

* See page 135 for definition of codes.

** Federal jurisdiction.

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Consumers Distributing Co. Ltd., Mississauga	Teamsters (Ind.)	250	B
Consumers Gas Co., Toronto and other centres	Independent Gas Workers Union (office, clerical, etc. empls.)	550	B
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	CO
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775	CO
Crothers Ltd., Toronto	Auto Workers (CLC)	205	WS
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	341	B
Dobbie Industries Ltd., Worsted Div., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	200	CO
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	510	B
Domglas Ltd., Hamilton	Glass and Ceramic Workers (AFL- CIO/CLC)	745	CO
Dominion Bridge Co. Ltd., Mount Dennis Plant, Toronto	Steelworkers (AFL-CIO/CLC)	257	CO
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (production empls.)	810	B
Durham Board of Education	CUPE (CLC) (caretaking and main- tenance empls., cafeteria staff and bus drivers)	350	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	MED
Durham Regional Police	Police Assn. (Ind.)	347	B
Eaton Yale Ltd., Suspension Div., Chatham and Wallace- burg	Auto Workers (CLC)	970	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	510	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	ARB
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full- time nurses)	214	B
Extendicare Ltd. and other nursing homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,740	B
Falconbridge Nickel Mines Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Berglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	540	B
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL- CIO/CLC)	500	B
Wester Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	440	B
Fontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	PFB
Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/ CLC)	705	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	250	B
Government of Canada (Treasury Board)	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full- time nurses)	200	B
Hamilton Regional Police	Police Assn. (Ind.)	270	B
Hamilton City Corp.	CUPE (CLC) (inside empls.)	447	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	800	ARB
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	307	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	217	B
Trade Association of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	500	B
Hastings County Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	200	B
Hershey Chocolate of Canada, Smiths Falls	Retail, Wholesale Employees (AFL- CIO/CLC)	200	B
Elroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
Henrywell Ltd., Scarborough	Auto Workers (CLC)	650	CO
Hôtel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Howard Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	280	MED
I.C.L. International Carriers Ltd., Hamilton, London, Oshawa and Windsor	Teamsters (Ind.)	314	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Inco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
Kayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	C
Kellogg Salada Co. Ltd., Rexdale	Bakery and Tobacco Workers (AFL-CIO/CLC)	200	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ME
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	AE
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	268	B
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	263	B
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	590	PC
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	B
Lakehead Terminal Elevators Assn., Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	270	CC
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	ME
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	PM
Leigh Instruments Ltd. (Industrial Products Div.), Waterloo	Auto Workers (CLC) (production empls.)	680	PC
Lever Detergents Ltd., Toronto	Intl. Chemical Workers (AFL-CIO)	400	B
Libby, McNeill & Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	225	PC
London City Board of Education	CUPE (CLC) (custodians, full and part-time)	340	B
London City Board of Education	CUPE (CLC) (office and clerical empls., full and part-time)	288	PC
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	CC
London City Corp.	CUPE (CLC) (outside empls.)	510	CC
London City Public Utilities Commission	CUPE (CLC)	353	ME
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	750	B
McGraw-Edison of Canada Ltd., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B

** Federal jurisdiction

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (clerical and garage empls., parking control officers, cadets and matrons)	1,450	CO
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	220	B
Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	670	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	B
National Grocers Co. Ltd. (Ware- house, Transport Div., Ont. Food Terminal and Cash and Carry Operations), various locations	Teamsters (Ind.)	431	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	350	B
Nestle (Canada) Ltd., Chester- ville	Retail, Wholesale Employees (AFL- CIO/CLC)	300	B
Niagara Falls City Corp.	CUPE (CLC)	250	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	B
Niagara South Board of Education	CUPE (CLC)	450	B
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	MED
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	B
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	B
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
Northern Telecom Ltd., Belleville, Bramalea, King- ston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265	PCB
Northern Telecom Ltd., Bramalea	Electrical Workers (UE) (CLC) (pro- duction empls.)	1,515	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	MED
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,860	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,735	B
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	B
Ontario Government	OPSEU (Ind.) (office services category)	7,100	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (Ind.)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	AR
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,000	AR
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	15,520	B
Ontario Jockey Club (Woodbine and Greenwood Race Tracks), Toronto	Hotel Employees (AFL-CIO/CLC)	200	ME
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	205	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	365	B
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	AR
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	350	B
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	ME

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
shaw City Corp. (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas)	CUPE (CLC)	230	B
shaw General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	B
ttawa Board of Education	CUPE (CLC) (office empls.)	545	B
ttawa Board of Education	Employees' Assn. (Ind.) (main-tenance, services and plant operations empls.)	830	B
ttawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	MED
ttawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	MED
ttawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	B
ttawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
ttawa City Corp.	Police Assn. (Ind.)	575	B
ttawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
ttawa City Hydro-Electric Commission (Works Dept.)	CUPE (CLC)	200	B
ttawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
ttawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,000	B
ttawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	CO
ttawa Ready Mix Cos.	Teamsters (Ind.)	300	B
wen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
eel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
eel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	B
eel Regional Board of Commissioners of Police	Police Assn. (Ind.)	590	B
eterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,000	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	ME
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	350	B
Reeves Bros. Canada Ltd., Toronto	Rubber Workers (AFL-CIO/CLC)	200	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	PC
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315	PC
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	800	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
SKF Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	CO
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospital- lers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (Ind.) (paramedical empls.)	1,900	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	PC
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PC
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	PC
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	460	B
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	214	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
carborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	B
carborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	B
carborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	452	B
carborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
carborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	380	B
carborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	B
hell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	214	B
ilverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	250	B
imcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations)	346	CO
imcoe County Board of Education	OPSEU (Ind.)	220	B
klar Manufacturing Ltd., Ajax and Whitby	Upholsterers (AFL-CIO/CLC)	600	B
udbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	B
unnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	PCB
unnybrook Hospital and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,500	B
unnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	ARB
upreme Aluminum Industries Ltd., Pickering and Scarborough	Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	350	B
utton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	230	B
end-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Foodworkers (AFL-CIO/CLC)	225	B
extile Rental Institute of Ontario, Toronto	Teamsters (Ind.) (linen supply route men and laundry drivers)	400	CO
.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	400	MED/WS
oronto City Board of Education	CUPE (CLC) (caretakers, stationary operating engineers and maintenance empls.)	950	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	No. S
Toronto City Board of Education	CUPE (CLC) (clerks)	350	B
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	203	B
Toronto City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,280	P
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	P
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,200	B
Toronto Metropolitan School Board and Boards of Education for the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	3,700	M
Toronto Metropolitan Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	400	C
Toronto Star Newspapers Ltd.	Printing and Graphic Communications (AFL-CIO/CLC) (pressmen, paper- handlers, stereotypers and mailing room empls.)	500	C
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	E
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly- rated empls.)	545	E
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	C
Uniroyal Ltd. (Distributing Warehouses & General Products Div.), Guelph and Kitchener	Rubber Workers (AFL-CIO/CLC)	342	E
University of Ottawa	Assn. of Professors of the University of Ottawa (Ind.)	850	E
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	C
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	E
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	A
Walker Exhausts Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	450	C

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Perth County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Perth Regional Police	Police Assn. (Ind.) (policemen)	426	B
Perth County General Hospital, Perth	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	B
Lesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	CO
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
Perth County Board of Education	CUPE (CLC)	200	B
Perth House Canada Ltd., London	Electrical Workers (UE) (CLC)	300	B
Perth City Board of Education	CUPE (CLC)	260	B
Perth City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MED
Perth City Corp.	CUPE (CLC) (inside empls.)	600	B
Perth City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	B
Perth City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B
Perth City Police (Unit A)	Police Assn. (Ind.)	364	B
Perth's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
Perth Wood Ltd., Toronto	Auto Workers (CLC)	278	B
Perthmen's Compensation Board, Province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
Perth Borough Board of Education	CUPE (CLC)	230	B
Perth Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
Perth Regional Municipality Office, Clerical, Technical, Engineering Maintenance and Div.)	CUPE (CLC)	300	B
Perth's Markets Ltd., Guelph	Retail Clerks (AFL-CIO/CLC)	288	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	No. S
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CI
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	2,110	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- engravers)	2,155	CO
Dominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL- CIO/CLC)	740	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,215	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory)	1,120	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal opera- tions group, non-supervisory)	24,135	ME
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,115	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	575	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	570	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,355	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,560	AR

* Mediator-Arbitrator appointed by legislation

** Federal jurisdiction

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,935	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	20,595	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,265	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	3,105	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	865	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,415	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,175	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programmes group)	1,690	B
House of Seagrams (various distillers), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	700	B
National Research Council of Canada, Canada-wide**	Employees' Assn. (Ind.) (technical category)	980	B
Northern Telecom Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,280	PCB

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	N S
Northern Telecom Ltd., Nfld., N.S., N.B., Que. and Ont.	Cdn. Union of Communication Workers (Ind.) (eastern region hourly-rated installation and outside plant empls.)	600	B
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC) (western region installation, shop and warehouse and office empls.)	1,225	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	4,000	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brake- men, firemen, yardmasters, etc.)	16,150	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Railway Assn. of Canada, representing CN and CP Rail jointly-owned companies and other railway companies, system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC) (non-operating empls., office, road service and residual)	50,000	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	B
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Head- quarters Agreement)	1,080	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divs.)	2,500	C
Sidbec-Dosco Ltd., Montreal, Contrecoeur and LaSalle, Que. and Rexdale, Ont.	Steelworkers (AFL-CIO/CLC) (pro- duction and office empls.)	2,680	B
Soo-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers, etc.)	725	C
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (uncertificated personnel)	525	B

Negotiations in Progress during February 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1979

Employer and Location	Union	No. Emp
ACF Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	2
Abitibi Paper Co. Ltd. (Abitibi Containers Div.), Pembroke	Woodworkers (AFL-CIO/CLC)	2
The Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	8
Baycrest Hospital/Jewish Home for the Aged, Toronto	Service Employees (AFL-CIO/CLC)	3
Belleville General Hospital	Service Employees (AFL-CIO/CLC)	3
Bestview Holdings and Bestview Services Ltd., Intercity	Christian Labour Assn. (Ind.)	3
Joseph Brant Memorial Hospital, Burlington	Public Employees (CUPE) (CLC)	2
Brantford General Hospital	Service Employees (AFL-CIO/CLC)	3
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	2
Cliffs of Canada Ltd. (Adams Mine), Kirkland Lake	Steelworkers (AFL-CIO/CLC)	3
Cliffs of Canada Ltd. (Sherman Mine), Temagami	Steelworkers (AFL-CIO/CLC)	4
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	3
Domglas Ltd., Hamilton	Glass and Ceramic Workers (AFL- CIO/CLC)	7
Dominion Bridge Co. Ltd., Mount Dennis Plant, Toronto	Steelworkers (AFL-CIO/CLC)	2
Durham Board of Education	Public Employees (CUPE) (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	3
Etobicoke General Hospital	Service Employees (AFL-CIO/CLC)	3
Greater Niagara General Hospital, Niagara Falls	Service Employees (AFL-CIO/CLC)	2
Hamilton Civic Hospitals	Public Employees (CUPE) (CLC)	1,5
Hotel Dieu Hospital, St. Catharines	Public Employees (CUPE) (CLC)	2
Humber Memorial Hospital, Toronto	Public Employees (CUPE) (CLC)	2
Kellogg Salada Co. Ltd., Rexdale	Bakery and Tobacco Workers (AFL-CIO/CLC)	20
McKellar General Hospital, Thunder Bay	Service Employees (AFL-CIO/CLC)	2
National Grocers Co. Ltd. (Warehouse, Transport Div., Ont. Food Terminal and Cash and Carry Operations), various locations	Teamsters (Ind.)	4
New Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC)	4
North York General Hospital	Public Employees (CUPE) (CLC)	3

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1979 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,860
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC) (clerical and office empls.)	282
Ontario Hydro, province-wide	Public Employees (CUPE) (CLC) (hydro empls.)	15,520
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	350
Oshawa City Corp. (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas)	Public Employees (CUPE) (CLC)	230
Oshawa General Hospital	Public Employees (CUPE) (CLC)	637
Ottawa City Hydro-Electric Commission (Works Dept.)	Public Employees (CUPE) (CLC)	200
Ottawa Civic Hospital	Public Employees (CUPE) (CLC) (medical technologists and technicians)	225
Ottawa Civic Hospital	Public Employees (CUPE) (CLC) (non-medical empls.)	1,400
Ottawa General Hospital	Public Employees (CUPE) (CLC)	500
Our Lady of Mercy Hospital, Toronto	Service Employees (AFL-CIO/CLC)	240
Park Memorial Hospital, Brampton	Service Employees (AFL-CIO/CLC)	420
Pembroke General Hospital	Public Employees (CUPE) (CLC)	203
Pummer Memorial Public Hospital, Sault Ste. Marie	Service Employees (AFL-CIO/CLC)	220
Polymer Corp., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	1,530
Providence Villa and Providence Hospital, Scarborough	Public Employees (CUPE) (CLC)	295
Queen Elizabeth Hospital, Toronto	Public Employees (CUPE) (CLC)	315
Queensway General Hospital Assn., Etobicoke	Public Employees (CUPE) (CLC)	203
Reeves Bros. Canada Ltd., Toronto	Rubber Workers (AFL-CIO/CLC)	200
Ross Memorial Hospital, Lindsay	Public Employees (CUPE) (CLC)	299
Royal Victoria Hospital, Barrie	Service Employees (AFL-CIO/CLC)	270
St. Catharines General Hospital	Service Employees (AFL-CIO/CLC)	440
St. John's Convalescent Hospital, Newtonbrook	Public Employees (CUPE) (CLC)	230
St. Joseph's Hospital, Guelph	Public Employees (CUPE) (CLC)	215
St. Joseph's Hospital, Hamilton	Public Employees (CUPE) (CLC)	600

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1979 (Cont'd)

Employer and Location	Union	No. Emp.
St. Joseph's Hospital, Toronto	Public Employees (CUPE) (CLC)	5
St. Peter's Hospital, Hamilton	Public Employees (CUPE) (CLC)	20
St. Vincent Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	4
Salvation Army Grace Hospital, Ottawa	Public Employees (CUPE) (CLC)	2
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	4
Sault Ste. Marie General Hospital	Service Employees (AFL-CIO/CLC)	2
Scarborough Centenary Hospital	Public Employees (CUPE) (CLC)	4
Scarborough General Hospital	Public Employees (CUPE) (CLC)	4
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	2
South Waterloo Memorial Hospital, Cambridge	Service Employees (AFL-CIO/CLC)	2
Stratford General Hospital	Public Employees (CUPE) (CLC)	2
Sudbury General Hospital of the Immaculate Heart of Mary	Public Employees (CUPE) (CLC) (full-time empls.)	3
Sudbury General Hospital of the Immaculate Heart of Mary	Public Employees (CUPE) (CLC) (part-time empls.)	3
Sudbury Memorial Hospital	Public Employees (CUPE) (CLC)	2
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	3
Sunnybrook Hospital, Toronto	Service Employees (AFL-CIO/CLC)	9
Supreme Aluminum Industries Ltd., Pickering and Scarborough	Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	3
Sutton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	2
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Foodworkers (AFL-CIO/CLC)	2
Toronto East General and Orthopaedic Hospital	Service Employees (AFL-CIO/CLC)	5
Toronto General Hospital	Public Employees (CUPE) (CLC)	1,10
Toronto Western Hospital	Public Employees (CUPE) (CLC)	50
Treasury Board of Canada	Professional Assn. of Foreign Service Officers (Ind.)	90
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (computer systems administration group)	1,90
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly-rated empls.)	5
Upper Lakes Shipping Ltd., Great Lakes, St. Lawrence and coastal area	Railway, Transport and General Workers (CLC) (unlicensed personnel)	5

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in March 1979 (Cont'd)

Employer and Location	Union	No. of Empls.
Welland County General Hospital, Welland	Service Employees (AFL-CIO/CLC)	417
Ellesley Hospital, Toronto	Service Employees (AFL-CIO/CLC)	395
West Park Hospital, Toronto	Service Employees (AFL-CIO/CLC)	260
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	216
John Wood Ltd., Toronto	Auto Workers (CLC)	278
York County Hospital, Newmarket	Service Employees (AFL-CIO/CLC)	251

Canada

Dept. of Labour

Collective Bargaining Settlements in Ontario

March 1979 lacking

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Labour
Canada

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Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

17 COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
April 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classification do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1979.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

May 29, 1979

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Highlights

Printing Crafts Settlements. The Council of Printing Industries of Canada (CPI) and the Graphic Arts International Union (GAIU) concluded in April two renewal agreements affecting about 3,000 industry craftsmen. As in the previous rounds of negotiations, the six Eastern Canadian locals of the union, representing lithographers and photoengravers in Ontario and Quebec, cooperated closely with the Toronto bookbinders' local in establishing bargaining goals and in the subsequent negotiations. Both groups were covered by one-year master agreements scheduled for renewal on December 31, 1978, and both submitted similar bargaining proposals including substantial increases in wages and social benefits and also language improvements in several contract clauses such as job classifications, apprenticeship ratios, manning and working conditions.

The final accord with both groups was reached at the mediation stage, with the litho and photoengravers inter-provincial agreement establishing the settlement pattern for the bookbinders contract. The one-year agreement, affecting 57 CPI member companies employing 2,200 lithographers and photoengravers in Montreal and four Ontario locations, provided for both crafts a general wage increase of 9.5 per cent, lower eligibility requirements for 5 weeks of paid vacations, a new safety footwear allowance and higher employer contributions to the pension plan and the GAIU Benefit Plan. The industry-wide union welfare plan was upgraded effective May 1, 1979 to include increased insurance coverage and a new comprehensive dental plan. The lithographic employees also gained a new call-back provision and additional inequity adjustments of up to 25 cents per hour for certain classifications.

The second master agreement, applicable to 770 bookbinders at 28 CPI companies in the Toronto area, included wage increases of 85 cents and 58 cents per hour (equivalent to almost 10 per cent over one year) for Journeymen I and II, respectively, and a 25-cents per hour raise in student rates. In addition to improvements in paid vacations, health and welfare and safety footwear provisions similar to those provided in the litho/photoengravers contract, the terms of the new bookbinders agreement contained a higher shift premium, a new provision for paid time off for apprentices' examinations and an increase in employer contributions to the GAIU Long Term Disability and Supplemental Retirement Fund.

Railways Settlements. National railway negotiations for a new agreement to replace the previous industry-wide contract expiring December 31, 1978 involved about 85,000 employees of Canadian National, Canadian Pacific and 11 other railway companies throughout the country. Before the negotiations commenced last October, the Associated Railway Unions, a group of unions which had bargained jointly with the railways since 1974, was dissolved

and split into four separate bargaining groups consisting of a coalition of five non-operating employees unions, a council of eight shop craft unions coordinated by Division 4, Railway Employees Department (AFL-CIO), the United Transportation Union (UTU) representing running trades, and the Brotherhood of Locomotive Engineers (BLE). The Canadian Merchant Service Guild, representing employees on rail-owned marine-craft in the Atlantic region, decided to negotiate independently of the other unions.

The initial proposals submitted by the non-operating unions and the three other groups centered on wages, job security, pensions and welfare improvements. The wage proposals called for restoration of the so-called Hall Formula for determining wage levels, including percentage raises exactly matching any rise in the Consumer Price Index. A tentative agreement between the railways and the non-operating employees was reached in direct bargaining on March 14, following resolution of the free travel passes issue, and was submitted for ratification to members of each of the 15 unions. The new pact was accepted by a 59.2 per cent majority of the 45,000 non-operating employees, members of the Railway Clerks, Railway Transport and General Workers, Maintenance of Way Employees, Signalmen and United Telegraph Workers, and was officially signed on April 26.

The three-year agreement, retroactive to January 1, 1979, provided a total compounded wage increase of 28.3 per cent in three installments, expressed in the first two years in cents per hour (66.5 cents and 58.5 cents, equivalent to 10 and 8 per cent of the average "non-op" wage rate) and as a straight 8 per cent in the third year. The increases were partly protected by a new cost-of-living clause which will be triggered after the rate of inflation exceeds 8 per cent in the first year, 14.5 per cent in the first two years and 21.5 per cent over three years. The COLA allowances, based on a .3 adjustment factor, will be paid in a lump sum at the end of each year and the final amount will be incorporated in the base rate at the end of the third year. Other changes included increased shift differentials, an additional paid holiday in the second year, a liberalized vacation schedule, better life insurance and weekly indemnity coverage, a pension "buy back" and higher mileage allowances. In addition, a company-paid dental plan and a drug plan will be implemented, respectively, in the second and third years of the contract. The parties also agreed to commence negotiations within 60 days of the signing of the master agreement on improving employment security of railway employees in accordance with the most detailed program ever written in a national agreement in Canada.

Essentially the same terms, but with wage increases on a percentage basis, were ratified in early May by 5,000 locomotive engineers and 15,000 trainmen brakemen and yard workers

represented by the UTU. The remaining 20,000 shop-craft workers turned down the proposed contract by a two-to-one margin. The rejection of the offer was attributed to the workers' dissatisfaction with the multi-year term of the contract and the feeling that their pay rates were falling behind wage levels for skilled tradesmen in outside industries.

Electric Power Utilities Settlements. Ontario Hydro's 15,200 employees represented by Local 1000 of the Canadian Union of Public Employees (CUPE) accepted in late April the utility's offer of a one year agreement to succeed one that expired March 31, 1979. In line with a time-limited bargaining procedure agreed to several years ago, the union decided to restrict this year's contract proposals to the major monetary items and to drop minor language and working conditions issues, in order to meet the March 30 target date for a new settlement. The management's final offer included a package increase of 8 per cent and denied the union's request for an increase of 11 per cent, a cost-of-living escalator, reduction of work hours for some groups of employees and improvements in vacations and pension benefits.

The one-year settlement was reached at the conciliation stage and was ratified by the company's 6,000 tradesmen, 6,200 clerical and technical employees and 2,000 operators in spite of the union bargaining committee's recommendation for rejection. The agreement included wage increases of 8 per cent for all hourly-rated workers and salaried employees in lower classifications, 6 per cent for those at the top salary levels and 5 per cent for undergraduate students. In addition, it increased shift and service duty premiums and provided special adjustments to standardize rates for nuclear and thermal operators.

Two other major hydro settlements, renewing agreements expiring on December 31, 1978, were concluded earlier this year. In February, 290 members of the International Brotherhood of Electrical Workers and the Hamilton City Hydro-Electric Commission agreed in post-mediation bargaining to an 18-month renewal agreement providing two successive general wage increases totalling 15.85 per cent. The increases returned the workers to wage parity with counterparts employed in other major centres, after traditional relationships were disturbed during the anti-inflation controls period. By October 1, 1979, the hourly rate for a first class lineman in Hamilton will increase to \$10.67, matching the electrician's rate provided on April 1 by the Ontario Hydro settlement. /See pp. 90-91 of the February issue of this report for other details of the Hamilton agreement/.

The second settlement, ending a 10-day strike by 354 inside and outside employees of the London Public Utilities Commission, was ratified in late March. Major issues in the dispute, eventually resolved with mediation assistance, included

wages, contract wording and an early retirement scheme. The 24½ month agreement increased the PUC tradesmen's wages by 23 per cent and those of office, parks and recreation employees by 19 per cent during the life of the contract. In addition, a new cost-of-living clause, providing quarterly adjustments of 1 per cent for every 1 per cent rise in the CPI, triggered at 9 per cent, will come into effect in January 1980. The negotiated package also contained a number of improvements in fringe benefits, with an optional retirement at age 55 after 30 years service starting on January 1, 1981, 15 days before the expiry date of the new contract. /See pp. 167-168 of the March 1979 report for more details7/.

The Ontario Hydro pact, which usually forms a basis for the company's settlements with other unions, and the two earlier Hamilton and London agreements will be influential in establishing the bargaining pattern for the current round of negotiations in the public utilities sector. At the end of April major sets of negotiations were in progress in Ottawa and Windsor, where 200 and 330 employees, respectively, have been working without a new contract since March 31, 1979.

Hospital Non-Medical Staff Settlements. In mid-April, forty-three Ontario hospitals and six locals of the Service Employees International Union (SEIU) signed a master settlement aimed at the renewal of individual agreements covering 8,100 full-time and part-time support workers in Toronto and four other central Ontario locations. The previous one-year agreements, which expired March 31, 1979, were last renewed in 1978 following an arbitrated settlement with a total compensation increase evaluated at 6.25 per cent, later reduced to 4 per cent by the now-defunct Anti-Inflation Board. Key issues, in this the third consecutive round of central bargaining since 1975, included wages, term of agreement, vacations, dental plan and fringe benefits. The new settlement was concluded in conciliation and provided a three-stage general hourly wage increase of 72 cents over two-years (equivalent to about 13 per cent on the average hourly wage rate of \$5.49) plus additional adjustments for certain categories of employees. It also upgraded a number of fringe benefits provisions, with a stipulation that superior entitlements previously provided by some hospitals be maintained. Among the specific items were higher shift and ambulance attendants premiums, improved paid vacation, leave of absence and health and welfare provisions.

Another jointly negotiated SEIU settlement, involving 685 office and clerical employees at four Toronto area hospitals, was finalized two weeks earlier. The accord was partially reached in post conciliation bargaining while two central issues, a dental plan and vacations, along with certain local issues were submitted to arbitration. The two-year renewal agreement, the second one centrally negotiated by the four hospitals, included wage increases totalling from 25 cents to \$1.01 per hour (plus some classification adjustments) and established a wage structure which provides uniform classifi-

cations and wage rates among the hospitals involved. A new experience clause, related to the new pay structure, allows an employee to be placed in the wage level consistent with his previous experience in the event of an inter-hospital move to another position. The parties also agreed to introduce a new dental plan and to make additional changes in other provisions designed to standardize and/or improve benefit packages provided by the hospitals. The new agreements are scheduled to expire September 30, 1980.

Two other sets of central hospital negotiations involving non-medical employees remained unresolved at the end of April. About 13,000 members of the Canadian Union of Public Employees at 55 hospitals across the province were at the conciliation stage of bargaining seeking a two-year settlement to replace agreements which expired on March 31, 1979. In addition, 3,300 SEIU members at 14 hospitals in the London area, working without a new contract since March 31, 1978, and looking for a 15-month settlement, were awaiting an arbitration award.

Ontario Public Service Settlements. Nine renewal agreements negotiated by the Ontario Public Service Employees Union (OPSEU) were ratified in April by the province's 50,100 unionized civil servants. The agreements were reached in concurrent direct bargaining sessions, coordinated by a newly-established OPSEU Collective Bargaining Council, in order to ensure that the previous ten separate salary, employee benefits and working conditions agreements were settled at the same time. The contracts covering employee benefits and three of the eight salary categories (administrative, professional and technical services) expired September 30, and the remaining five salary agreements (affecting clerical, office, maintenance, general operational and institutional care and correctional services employees) terminated on December 31, 1978. The working conditions agreement opened up on January 31, 1979. The OPSEU's initial bargaining proposals included salary increases ranging from 21 to 45 per cent over one year depending on category, a new dental plan, superior job security and, among other benefits, improved vacations, pensions and insurance coverage. The government's position was to hold the cost of the wage settlements down to about 4 per cent, matching the increase awarded earlier to its non-unionized employees.

The parties eventually settled for a wage and benefit package worth approximately 7.5 per cent over one year. The general salary increase for 1979, equivalent to 6 per cent of the average salary in each of the eight groups, was divided between dollars and percentages according to the decision of each unit bargaining team. In addition, correctional officers received a further 2 per cent on July 1, while lower-paid clerical classifications and all office employees got an extra 3 per cent on the same date. The remainder of the compensation increase covered the negotiated changes in fringe benefits including the implementation of an employer-paid dental plan effective July 1, higher mileage allowances and minor improvements in working conditions. The two separate service-wide agreements were merged into one expiring on December 31, 1979.

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RUBBER AND PLASTIC PRODUCTS

Uniroyal Limited, General Products Division and Distributing Warehouses, at Cuelph and Kitchener - Local 67, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1979 to April 14, 1982, covering 342 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 15/79	Apr. 15/80	Apr. 15/81
General Increases		30¢	25¢	25¢
Special Rate Adjustments		25¢ (skilled trades)	15¢ (skilled trades)	
COLA Fold-in		19¢		
Labourer		\$5.285 (\$4.795)	\$5.535	\$5.785
Maintenance Journeyman		\$6.975 (\$6.235)	\$7.375	\$7.625

Cost of Living Allowance: 1¢ for each 0.3 increase in the Consumer Price Index, 1971=100, payable quarterly. Annual fold-in. No trigger. No cap. (Previously, 1¢ per 0.45 increase in the Consumer Price Index, 1961=100. Trigger was AIB basic protection factor). 4¢ of April 1980 COLA payment to be diverted to dental plan.

Shift Premium: 0-20¢-25¢, (0-15¢-20¢).

Paid Vacation: Effective April 15, 1980, 4 weeks after 13 (15) years.

Vacation Pay: Minimum vacation pay is \$160.00 (\$100.00) per week of vacation.

Health and Welfare: Life Insurance and A.D. & D. - \$9,000 (\$8,000). Effective April 15, 1980, \$10,000.

Life Insurance and A.D. & D. for Retirees - \$4,500 (\$4,000). Effective April 15, 1980, \$5,000.

Supplementary Health Plan - Dependent coverage extended to include children aged 21 to 25 who are still in school. (Previously, coverage ceased at age 21.)

Maximum benefit for eyeglasses increased to \$60 (\$40) per individual per period of 24 consecutive months.

Additional coverage to maximum of \$10 per day, for maximum of 120 days, towards cost of private hospital coverage, services of registered clinical psychologist, registered masseur, registered speech therapist.

Dental Plan - Effective June 1, 1979, employer pays 100% of premium costs for new basic dental plan. Payments are based on 1977 Ontario Dental Association schedule of fees.

Effective April 1, 1980, Riders 1 and 2 are added with 50%/50% co-insurance on Rider 2. Payments are based on 1979 ODA schedule. 4¢ of April 1980 COLA payment is diverted to cover partial cost of plan.

Supplementary Maximum funding of \$450 (\$350) per employee. Employer contributes
Unemployment 5¢ (3¢) per hour per employee.
Benefit Plan:

Pension Plan: Basic Benefit Rate - Improve, as follows:

<u>Last Day Worked By Applicant</u>	<u>Benefit Class Code (Scaled to Job Rates)</u>	<u>Basic Benefit Rate</u>
On or after	1	\$6.50 (\$5.50)
April 15, 1979	2	\$7.25 (\$6.25)
	3	\$7.75 (\$6.75)
On or after	1	\$7.00
April 12, 1980	2	\$7.75
	3	\$8.25
On or after	1	\$7.50
April 13, 1981	2	\$8.25
	3	\$8.75

Vesting - 40 year age requirement deleted.

Supplementary Pension - Age 62 Retirement, Disability Allowance -
\$6.50 (\$5.50) per month per year of service. Effective April 12,
1980, \$6.75. Effective April 13, 1981, \$7.25.

Retirement Prior to Age 62 - Basic benefit plus supplement at age
60 with 10 years or more service or at age 55 to 60 with service
plus age equalling 85 or more. (Previously, basic benefit only
at age 55 with 15 years of service). Reduction of 4/10th of 1%
for each month prior to lesser of age 62 or 37 years of service.

LEATHER

A. R. Clarke & Company Limited at Toronto - Local 125L, Foodworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from February 1, 1979 to
January 31, 1981, covering 300 employees, settled at the post
conciliation bargaining stage. Duration of negotiations - 3
months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>
Increases		60¢-66¢	55¢
Helper, Gauging		\$5.68 (\$5.02)	\$6.23
Machinist		\$6.59 (\$5.99)	\$7.14

Shift Premium: 0-18¢-22¢ (0-16¢-21¢).

Paid Holidays: Boxing Day and the Employees' Birthday replace the two hours off
granted for Christmas and New Year's Eve, for a total of 11 days.

Vacation Pay: 160 hours' pay after 14 (15) years' service and 200 hours' pay
after 22 (24) years.

Health and Life Insurance - Effective May 1, 1979, \$7,000 (\$5,000) coverage.
Welfare:

Weekly Indemnity - Effective April 16, 1979, benefits are \$164.50, payable as previously, on a 1-4-52 basis. Effective April 16, 1980, benefits increase to \$174.50. (Previously, \$144.50-\$154.50, depending on salary.)

Dental Plan - Effective February 1, 1980, plan is amended to the equivalent of Blue Cross #7. Riders #1 and 2 are added. Payments are based on the 1979 Ontario Dental Association fee schedule.

Pension Plan: Registered Retirement Savings Plan (new) - Employer pays 100% of the cost of the initiation and administration of the plan.

Safety Shoe Allowance: \$18 (\$12) per year in wet departments; per 18 months in dry departments.

TEXTILE

The Cambridge Towel Corporation and Elco Kitchen Products (formerly Cambridge Towel Mills Limited and Elco Diversified Limited) at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Apr. 16/79	Nov. 4/79	Mar. 31/80
	General	30¢	20¢	20¢
	Increases			
	General	\$3.60	\$3.80	\$4.00
	Help	(\$3.30)		
	Electrician	\$6.80	\$7.00	\$7.20
	(Class 1)	(\$6.50)		

Previous rate for Electrician (Class 1) reflects a 50¢ wage increase made during the 1979-1978 agreement.

Settlement Pay: \$100 in lieu of all retroactivity.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto and area - Local 28-B, Graphic Arts Union (AFL-CIO/CLC) (bookbinders): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 770 employees, settled with mediation assistance. Duration of negotiations - 7 months.

28 companies are signatory Employers under this agreement.

Wages:	Effective	Jan. 1/79
	Increases	
	Student	25¢
	Journeyman II	58¢
	Journeyman I	85¢

Jan. 1/79

Apprentices and Assistants receive increases in proportion to scale based on Journeyman I rate.

Student	\$4.00 (\$3.75)
Journeyman II	\$6.40 (\$5.82)
Journeyman I	\$9.40 (\$8.55)

Night Shift Premium: 15% to a maximum of 70¢ per hour. (Previously, 60¢ maximum for Journeymen I and their assistants and 43¢ maximum for Journeymen II and their assistants.)

Paid Vacation: 5 weeks after 22 (25) years' service.

Paid Leave for Examinations (new): Apprentices may have time off to write examinations.

Health and Welfare: Graphic Arts Union Benefit Plan - Employer contribution is \$9.70 (\$5.00) per week per employee. Effective July 1, 1979, the plan is scheduled to include \$12,000 Life Insurance and A.D. & D. coverage, \$180 maximum Weekly Indemnity, full Major Medical coverage and a new comprehensive Dental Plan. Part-time employees receive 60¢ per shift in lieu of dental coverage. (Currently Life Insurance \$10,000, A.D. & D. \$8,000 and Weekly Indemnity maximum \$175).

Long Term Disability and Supplemental Retirement Fund - The employer contribution is 4% (3%) of each employee's basic day rate.

Safety \$20 per year.
Footwear
Allowance (new):

Council of Printing Industries of Canada at Hamilton, London, Ottawa* and Toronto Ont. and Montreal, Que. - Various Locals, Graphic Arts Union (AFL-CIO/CLC) (lithography employees and photengravers): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 2,200 employees, settled with mediation assistance. Duration of negotiations - 8 months.

57 companies are signatory Employers under this agreement.

*While the agreement is applicable to the Ottawa area, there are currently no Employers from that area.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	9.5%
	Floor Helper	\$5.37-\$5.58 (\$4.90-\$5.10)
	Platemaker (Key industry rate)	\$11.28 (\$10.30)
	Four Colour Press (over 1610mm/63")	\$13.15 (\$12.01)

Jan. 1/79

Inequity Adjustments - Up to 25¢ per hour added to a limited number of classifications on April 12, 1979.

Photoengraver (Toronto & Hamilton)

Journeyman \$404.49 per week
(Day Shift) (\$369.40)

Journeyman \$453.03 per week
(Night Shift) (\$413.73)

Rates shown for photoengravers are minimum standards. Journeymen at Toronto or Hamilton previously earning above the standard will receive a corresponding dollar increase to their own individual rates.

Call-back Pay: Minimum of 3 hours at the applicable overtime rate for lithographic employees (new). Photoengravers retain present provision of a minimum of 3 hours at double time.

Paid Vacation: 5 weeks after 22 (25) years' service.

Health and Welfare: Employer Contributions - Effective May 1, 1979, \$57.74 per month per employee with dependants and \$52.24 per month per employee without dependants. From these amounts \$46.74 will be remitted to the Graphic Arts Benefit Plan of Canada. Ontario employees will have the remaining portions used for OHIP premiums. Companies in Quebec will remit to each employee the difference between OHIP premiums and the company's portion of the Quebec Medicare premium, on a weighted average for each company. (Previous monthly employer contributions: Photoengravers in Montreal and Lithographers - \$26.31 single, \$40.51 married. Photoengravers in Toronto and Hamilton - \$34.41 single, \$42.91 married.)

Effective May 1, 1979, the Plan is scheduled to include \$20,000 (\$17,000) Life Insurance and A.D. & D. coverage, \$200 (\$170) maximum Weekly Indemnity coverage and a new comprehensive Dental Plan.

Pension Plan: Employer Contribution - \$9.50 (\$8.75) per week per employee.

Safety \$30 per year.

Footwear Allowance (new):

PRIMARY METAL

Lake Ontario Steel Company Ltd. at Whitby - Local 6571, Steelworkers (AFL-CIO/CLC)
(plant employees): A 36-month renewal agreement effective from February 28, 1979 to February 27, 1982, covering 595 employees, settled after a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 28/79</u>	<u>Feb. 28/80</u>	<u>Feb. 28/81</u>
	COLA Fold-in	61¢		
	General Increases	30¢	15¢	15¢
	Job Class Increment			13.7¢ (12.7¢)

	<u>Feb. 28/79</u>	<u>Feb. 28/80</u>	<u>Feb. 28/81</u>
Job Class 1 (includes Labourer)	\$7.283 (\$6.373)	\$7.433	\$7.583
Job Class 16 (Skilled Trades base)	\$9.188 (\$8.278)	\$9.338	\$9.638
Job Class 18 (includes Electrician)	\$9.442 (\$8.532)	\$9.592	\$9.912

Previous rates include 72.3¢ COLA folded in on February 28, 1978.

Cost of Living Allowance: 49¢ from the previous agreement plus 12¢ for the first quarter are folded into wages on February 28, 1979.

1¢ per hour for each 0.3 increase in the Consumer Price Index - 1971=100, folded in annually. To be adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: December 24 is added in the third year for a total of 10 days.

Work on Paid Holidays: Double time (time and one-half) on December 24, Christmas Day, Boxing Day, or New Year's Day.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks (new) after 15 years. Effective in the second year, 4 weeks after 10 years.

Bereavement Leave: 3 (1) days' paid leave for grandparent, grandchild, brother-in-law and sister-in-law.

Health and Welfare: Life Insurance and A.D. & D. - \$16,000 (\$13,000) maximum coverage.

Weekly Indemnity - Upon ratification, benefit increases to \$190 (\$170) per week. Effective February 28, 1980, \$195. Effective February 28, 1981, \$215. Payable on a 1-1-8-52 (1-8-52) basis.

Long Term Disability - \$500 (\$400) per month.

Dental Plan - Orthodontic and restorative coverage added. Coverage continues to follow current Ontario Dental Association fee schedule.

Extended Health - Family coverage for prescription glasses up to \$40 per person every 2 years and up to \$300 for hearing aids (new).

Pension Plan: Basic Benefit - \$12 (\$10) per month per year of service to a maximum 40 years.

Supplementary Benefit - \$11 (\$9) per month per year of service to a maximum 30 years.

Early Retirement - No actuarial reduction at age 53 (58) with 30 years' service.

Existing Pensioners - Benefits increase \$20 per month.

Disability Pension - \$500 (\$400) per month.

Supplementary Unemployment Benefits: Benefits - \$50 (\$40) per week.

Maximum Funding Position - \$30,000 (\$20,000).

Meal Allowance: \$3 (previously meal supplied).

MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Local 3534, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 16, 1979 to April 15, 1981, covering 235 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 16/79</u>	<u>Apr. 16/80</u>
	General Increases	52¢	52¢
	Job Class Increment	14.5¢ (13.5¢)	15¢
	Job Class 3 (includes Material Handler)	\$6.82 (\$6.28)	\$7.35
	Job Class 18 (includes Toolmaker)	\$8.995 (\$8.305)	\$9.60

Shift Premium: 0-40¢-40¢ (0-30¢-30¢). Effective April 16, 1980, 0-45¢-45¢.

Paid Vacation: 4 weeks after 13 (14) years' service. Effective in 1980, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective April 16, 1980, \$12,000.

Life Insurance for Retirees - \$2,000 (\$1,750) for employees retiring on or after April 16, 1979.

Long Term Disability Plan (new) - Effective April 16, 1980, employer pays 100% of the cost of premiums. Benefit is \$150 per week to age 65 or recovery, reduced by any statutory benefits received. Qualifying period is 52 weeks.

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective in 1980, payments are based on the 1979 ODA fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective April 16, 1980, \$10.50.

Safety Shoe Allowance: Employer pays 50% of the cost of safety shoes, with a minimum payment of \$25 (\$22) annually. Effective in 1980, minimum increases to \$28.

Canadian Timken Limited at St. Thomas - Local 4906, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 30, 1979 to March 30, 1982, covering 370 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 6/80</u>	<u>Apr. 5/81</u>
	General Increases	38¢	20¢	20¢
	COLA Fold-in	47¢		
	Classification Adjustments	1¢-17¢		
	Skilled Trades Adjustments	40¢	25¢	12¢

	<u>Apr. 1/79</u>	<u>Apr. 6/80</u>	<u>Apr. 5/81</u>
Utility Inspector	\$5.160-\$5.240 (\$4.300-\$4.380)	\$5.360-\$5.440	\$5.560-\$5.640
Fork Truck Operator	\$5.675-\$5.860 (\$4.775-\$4.960)	\$5.875-\$6.060	\$6.075-\$6.260
Qualified Electrician	\$7.290-\$7.495 (\$5.880-\$6.085)	\$7.740-\$7.945	\$8.060-\$8.265

Probationary period is 60 (45) days worked during a period of 6 consecutive months. Normally maximum rates are reached after 3 months for Utility Inspector, after 6 months for Fork Truck Operator and after 2 annual increases for Electrician.

Cost of Living Allowance: 10¢ "add-on" float from the 1976-1979 agreement plus 37¢ generated under that agreement are folded into the wage rates on April 1, 1979

1¢ for each 0.5 point rise in the Consumer Price Index - 1971=100, using January 1979 as the base index month. Capped at 35¢ per hour. To be adjusted quarterly. (Basic formula is unchanged. 3% trigger is eliminated.)

Effective in 1980 and 1981, 1¢ for each 0.45 point rise in the CPI, using January 1980 and January 1981 respectively, as the base Index months. Capped at 35¢ in 1980. To be adjusted quarterly.

Shift Premium: Effective April 6, 1980, 0-19¢-21¢ (0-17¢-19¢). Effective April 5, 1981, 0-20¢-22¢.

Sunday Premium: \$2.00 (\$1.00) per hour for all hours worked.

Paid Holidays: Effective April 6, 1980, 1 floating day is added for a total of 12 days.

Paid Vacation: Effective May 1, 1980, 3 weeks after 7 (8) years' service, 4 weeks after 17 (18) years and, 5 weeks after 28 (30) years. Effective May 1, 1981, 4 weeks after 16 years' service and 5 weeks after 27 years.

Bereavement Leave: Grandparents and grandchildren are included in up to 3 consecutive days' paid leave.

Health and Welfare: Improvements in benefits granted voluntarily by the employer in the Group Insurance and Pension Plans and separate from the negotiated agreement are as follows:

Life Insurance and A.D. & D. - Effective May 1, 1981, \$10,000 (\$8,000) coverage.

Life Insurance for Retirees - Effective May 1, 1979, employees retiring with 15 or more years of continuous service receive a paid-up Whole Life Insurance Certificate of \$3,000 (\$1,250).

Weekly Indemnity Plan - Effective May 1, 1979, minimum benefit increases to \$120 (\$100) per week and maximum to \$150 (\$133) per week. Payable on a 1-4-8-26 (1-8-26) basis.

Long Term Disability Plan - Effective May 1, 1980, employees qualify for plan after 7 (10) years continuous service. Effective May 1, 1981, benefit increases to \$500 (\$300) per month.

Dental Plan - Effective May 1, 1980, coverage is extended to provide for endodontic and periodontal services (new).

Pension Plan: Basic Benefit - Effective January 1, 1981, \$12 (\$10) per month per year of service after March 1, 1977.

Early Retirement - Effective January 1, 1982, employees with 30 years' service at age 60 receive full pension with no actuarial reduction. (new.)

Vesting - Effective May 1, 1979, pension is vested upon completion of 10 or more years' service, regardless of age. (Previously, at age 45 or more.)

TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
General Increases		50¢	35¢
COLA Fold-in		40¢	
Skilled Trades Adjustments		75¢ for Tool Maker; 45¢ for Machinists and Maintenance Men	
Assembler		\$5.81-\$5.91 (\$4.91-\$5.01)	\$6.16-\$6.26
Tool Maker		\$8.63-\$8.73 (\$6.98-\$7.08)	\$8.98-\$9.08

Probationary period is 45 working days. Maximum rates are reached after two 8-week increases.

Cost of Living Allowance: 1¢ for each 0.4 point change in the Consumer Price Index - 1971=100, above the base of March 1979 in the first year and the base of March 1980 in the second year. To be adjusted quarterly, to a maximum of 25¢ per year. (Basic formula is unchanged.)

Shift Premium: 0-20¢-25¢ (0-17¢-20¢).

Paid Vacation: Effective April 1, 1980, 3 weeks after 5 (6) years' service.

Bereavement Leave: Mother-in-law and father-in-law are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D.& D. - \$10,000 (\$9,000) coverage.

Weekly Indemnity Plan - Benefit increases to \$110 (\$100) per week, payable as previously, on a 1-1-6-30 basis. Effective April 1, 1980, \$120 per week.

Semi-Private Hospitalization (new) - Effective April 1, 1980, employer pays 100% of the cost of premiums.

Eaton Yale Ltd., Suspension Division at Wallaceburg - Local 251, Auto Workers (CLC):

A 36-month renewal agreement effective from April 13, 1979 to April 12, 1982, covering 370 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 16/79</u>	<u>Apr. 14/80</u>	<u>Apr. 13/81</u>
	General Increases	50¢	30¢	30¢
	COLA Fold-in	\$1.03		
	Skilled Trades Adjustments	50¢	15¢	25¢
	Labourer	\$7.81 (\$6.28)	\$8.11	\$8.41
	Electrician	\$9.86 (\$7.83)	\$10.31	\$10.84

Cost of Living Allowance: 1¢ for each 0.4 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Basic formula is unchanged.)

Effective in the second and third year, 1¢ for each 0.3 point change in the CPI - 1971=100. To be adjusted quarterly.

Overtime Pay: Double time (time and one-half) after 8 hours on Saturday.

Paid Holidays: 1 day is added at Christmas to provide for an 8-day shutdown period, for a total of 15 days.

Vacation Pay: Effective June 30, 1979, 5% (4%) or 80 hours pay, whichever is greater, after 3 years' service.

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Life Insurance - Effective June 1, 1979, \$12,000 (\$10,000) coverage. Effective April 1, 1980, \$13,000. Effective April 1, 1981, \$14,000.

Weekly Indemnity Plan - Effective June 1, 1979, benefits increase to \$125 (\$105) per week, payable as previously, on a 1-1-8-52 basis. Effective April 1, 1980, \$150 per week.

Long Term Disability Plan (new) - Effective June 1, 1979 employer pays 100% of cost of premiums. Benefits are equivalent to the current sickness and accident payment, payable to age 65.

Dental Plan - Effective June 1, 1979, payments are based on the 1978 (1975) Ontario Dental Association fee schedule. Effective April 1, 1980, the 1979 ODA fee schedule.

Pension Plan: Basic Benefit - Effective June 1, 1979, \$8 (\$7) per month per year of service. Effective April 1, 1980, \$9. Effective April 1, 1981, \$10.

Supplemental Unemployment Benefit Plan: Effective June 1, 1979, regular benefit increases to \$85 (\$70) plus \$2 (\$1.50) for each of four dependents per week. Regular weekly benefit increases to \$75 (\$70).

Safety Shoe Allowance: Employer pays \$35 (\$20) toward the cost of 2 (1) pair of safety shoes every 18 months for skilled trades men and 1 pair (unchanged) for all other employees.

ELECTRICAL PRODUCTS

Philco Ford of Canada Ltd. at Toronto - Local 2113, Machinists (AFL-CIO/CLC) (production and maintenance employees): A 24-month renewal agreement effective from November 19, 1978 to November 18, 1980, covering 950 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Nov. 1978</u>	<u>Nov. 19/79</u>
	General Increases:		
	Job Levels 1-4	49¢	45¢
	Job Levels 5-20	9.5%	8%
	Skilled Trades Adjustment	25¢	10¢
	Job Level 1 (includes Light Assembler)	\$5.13-\$5.36 (\$4.64-\$4.87)	\$5.58-\$5.81
	Job Level 20 (includes Electrician)	\$7.69-\$8.33 (\$6.79-\$7.38)	\$8.41-\$9.10

Cost of Living Allowance: Provision continues inoperative.

Shift Premium: Upon ratification, 0-25¢-25¢ (0-22¢-22¢). Effective November 19, 1979, 0-27¢-27¢.

Paid Holidays: By utilizing the 2 existing floating holidays and by adding additional days if necessary, a Christmas week shutdown period will be observed each year. Total number of holidays during this agreement will be 25 (previously 23).

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$17,500 (\$14,500) maximum coverage.
Weekly Indemnity - Maximum benefit increases to \$170 (\$147) per week.

Dental Plan - Upon ratification, payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective November 19, 1979, prosthetic services added and all payments are based on the 1980 ODA fee schedule.

Pension Plan: Basic Benefit - \$8 (\$6) per month per year of service.

Meal Allowance: \$3 (\$2.75).

Rockwell International, Collins Canada Division (formerly Collins Radio Company of Canada Ltd., Division of Rockwell International) at Toronto - Local 1966, Electrical Workers (IBEW) (AFL-CIO/CLC): A 36-month

renewal agreement effective from March 1, 1979 to February 28, 1982, covering 327 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

The previous agreement which was to expire May 15, 1979 was terminated early.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Mar. 1/81</u>
General Increases		8.86%	9/38%	5.85%
Labour Grade 10 (includes Assembly Operator)		\$4.18-\$4.97 (\$3.84-\$4.57)	\$4.57-\$5.44	\$4.84-\$5.76
Labour Grade 3 (includes Test Technician)		\$7.25-\$7.79 (\$6.66-\$7.16)	\$7.93-\$8.52	\$8.39-\$9.02

Probationary period is 30 working days for Labour Grades 10 through 6, and 45 working days for Grades 5 through 3. Maximum rates for Labour Grade 10 are reached after two 3-month increases and for Labour Grade 3 after three 3-month increases.

Cost of Living Provision: 35¢ generated under the previous agreement, plus 11¢ which would have been generated had the previous agreement expired on May 15, 1979, as negotiated, continues to float and will be included in all overtime and holiday pay calculations (previously, hours worked only).

Provision is frozen.

Paid Holidays: Two days are added to provide a year end shutdown, for a total of 13 days.

Paid Vacation: 5 weeks after 20 (25) years' service.

Vacation Pay: Computation includes last year's vacation money in the current year's calculation (new).

Bereavement Leave: Grandparents are included in up to 3 days' paid leave.

Witness Leave (new): Employer makes up the difference between fee for court witness duty and regular pay.

Health and Welfare: Life Insurance and A.D. & D. - \$21,000 (\$19,000) coverage for employees earning \$190 (\$170) or more per week.

Life Insurance for Retirees - Effective March 1, 1980, \$6,000 (\$5,000) coverage.

Weekly Indemnity Plan - Effective March 1, 1980, benefits are 66 2/3% of weekly earnings. No maximum. (Previously, based on the U.I.C. maximum.)

Major Medical Insurance - Benefit is extended to include a hearing aid plan, with 80%/20% co-insurance (new).

Drug Plan - Effective March 1, 1979, \$10/\$20 deductible is eliminated.

Dental Plan - Effective March 1, 1979, lifetime maximum increases to \$7,500 (\$5,000). Effective March 1, 1980, annual maximum increases to \$1,000 (\$500). Deductible is eliminated.

Pension Plan: Past Service Benefit - Effective March 1, 1979, \$4 (\$2.50) per month per year of service prior to 1972. Effective March 1, 1980, \$6. Effective March 1, 1981, \$8.

Effective March 1, 1980, benefit for current retirees increases to \$25 per month. Effective March 1, 1981, benefit increases by \$25 per month.

Survivor Spouse Benefit - Effective March 1, 1980, benefit increases \$12.50 per month. Effective March 1, 1981, benefit increases \$12.50 per month.

Crouse-Hinds Canada Limited at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from March 12, 1979 to March 12, 1981, covering 341 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>Mar. 12/79</u>	<u>Mar. 12/80</u>
	General Increases	53¢	34¢
	Skilled Trades Adjustment	40¢	
	Machine Operator	\$5.52-\$5.77 (\$4.99-\$5.24)	\$5.86-\$6.11
	Tool Die and Pattern Maker	\$8.40-\$8.80 (\$7.47-\$7.87)	\$8.74-\$9.14

Probationary period is 40 worked days. Maximum rates are reached after two 4-month increases (previously, based on merit.)

Cost of Living Allowance: Effective in March, 1980, 1¢ for each 0.35 point rise in the Consumer Price Index - 1971=100. Capped at 30¢. To be adjusted quarterly. (Clause was suspended in the previous agreement.)

Shift Premium: Effective April 9, 1979, 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: 1 floating day is added between Christmas and New Year's for a total of 13 days.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Weekly Indemnity Plan - Benefit increases to \$150 (\$130) per week, payable as previously, on a 1-1-4-26 basis.

Drug Plan (new) - Employer pays 100% of the cost of premiums for a plan with a 35¢ deductible.

Dental Plan (new) - Effective in the second contract year, employer pays 100% of the cost of premiums.

Safety Shoe Allowance: Employer contributes \$12 annually towards the cost of safety boots for all employees. (Previously, \$12 for Machine Shop employees and 75% of cost for Foundry Melting Platform employees.)

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (production and maintenance employees): A 24-month renewal agreement effective from February 1, 1979 to January 31, 1981, covering 550 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 1/79	Feb. 1/80	Aug. 1/80
General Increases		8.5%	7.5%	
Adjustment				10¢*
Grade 11 (Labourer)		\$6.99 (\$6.44)	\$7.51	\$7.51
Grade 5 (includes Inspector)		\$8.60 (\$7.93)	\$9.25	\$9.25
Grade 3 (includes Electrician 1st)		\$9.93 (\$9.15)	\$10.77	\$10.87

*Applies to Electrician 1st, Machinist 1st, Maintenance 1st, Motor Mechanic 1st, Pack Former, Wool Plant Operator, Binder Mixer and Machine Tender.

Shift Premium: 0-40¢-60¢ (0-37¢-55¢). Effective February 1, 1980, 0-43¢-75¢.

Health and Welfare: Life Insurance - Varies by grade level. Effective following ratification, \$23,000 - \$28,000 (\$22,000 - \$27,000). Effective February 1, 1980, \$25,000 - \$30,000.

Weekly Indemnity - Varies by grade level. Effective following ratification, \$175-\$205 (\$160-\$190). Effective February 1, 1980, \$190-\$220.

Long Term Disability - Varies by grade level. Effective following ratification, \$622-\$883 (\$573-\$813) per month. Effective February 1, 1980, \$668-\$958 per month. Employees presently in receipt of benefits will receive a minimum of \$550 (\$500) per month upon ratification and a minimum of \$600 per month effective February 1, 1980.

Dental Plan (new) - Comprehensive coverage will be introduced following ratification. Employer pays 80% of the cost of premiums for a plan with 100% reimbursement for basic services and 50%/50% co-insurance for major services. No deductible. Payments are based on the current Ontario Dental Association fee schedule.

L.O.F. Glass of Canada Ltd. at Collingwood - Local 252, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1979 to January 31, 1981, covering 255 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/79	Feb. 1/80	Aug. 1/80
General Increases		12¢ plus 8%	5%	1%

	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>	<u>Aug. 1/80</u>
General	\$5.70		
Labourer	(\$5.16)	\$5.99	\$6.05
General	\$6.97	\$7.32	\$7.39
Maintenance	(\$6.33)		
Man			

Previous rates, paid holidays and basic pension benefit reflect a rollback by the Anti-Inflation Board.

Settlement Pay:	Effective February 1, 1979, \$220 lump sum payment for all employees with 1 year of seniority and, who physically worked during the previous 12 month period.
Improved Workmanship Pay:	Effective February 1, 1979, 2¢ per hour worked for every 1% of weighted yield in the three months average, over 88% (new).
Cost of Living Allowance:	Effective February 1980, 1¢ for each 0.35 point rise in the Consumer Price Index - 1971=100, for September, October and November 1979 above the base of 179.2. Triggered at 9½%. Maximum float of 20¢ including 5¢ generated under the 1975-1977 agreement. To be adjusted quarterly. (Previously, 1¢ for each 0.5 point rise in the CPI - 1961=100, above the base of 203.1. Triggered after 47¢. Maximum float of 13¢.)
Shift Premium:	0-15¢-20¢ (0-10¢-13¢).
Group Leader Premium:	Effective February 1, 1980, 15¢ (6¢) per hour.
Paid Holidays	December 27 is added in 1979 for a total of 11 (10) days. December 22 and 23 are added in 1980 for a total of 12 days.
Vacation Pay:	7% (new) after 10 years' service.
Paid Vacation:	3½ weeks (new) after 10 years' service.
Bereavement Leave:	\$100 (\$90) bereavement pay for deaths of a member of the immediate family.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective February 1, 1980, \$10,000 (\$7,500) coverage. <u>Life Insurance for Retirees</u> - Effective February 1, 1980, \$2,500 (\$1,500) coverage. <u>Weekly Indemnity Plan</u> - Effective February 1, 1979, benefits increase to \$100 (\$85) per week, payable on a 1-1-4-26 (1-4-26) basis. Effective February 1, 1980, \$120 per week. <u>Extended Health Care Plan</u> - Effective February 1, 1979, maximum allowance is \$75 (\$60) per year for eyeglasses. <u>Dental Plan</u> - Effective May 1, 1979, Rider #1 is added. Payments are based on the 1978 (1974) Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - Effective February 1, 1979, \$8 (\$6) per month per year of service. Effective February 1, 1980, \$9.

Past Service Benefit - Benefit increases \$2 per month per year of service for retirements prior to February 1, 1979.

Safety Shoe Allowance: Effective February 1, 1979, employer pays 100% of the cost of the second and each additional pair of safety shoes for the Autoclave Operator and the Autoclave Craneman (new).

Effective February 1, 1980, \$35 (\$30) per year, where required.

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 9-848, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1979 to January 31, 1981, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>
General Increases		8½%	7½%
Additional Adjustment		11¢ for Journeyman Mechanic	
Regular Labour		\$7.09 (\$6.53)	\$7.62
Journeyman Mechanic		\$10.49 (\$ 9.56)	\$11.28
Senior Process Operator		\$11.36 (\$10.47)	\$12.21

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical of Canada Ltd. at Sarnia - Local 9-672, Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 820 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Sept. 1/80</u>
General Increases		8.5%	7.5%	
Adjustments*			10¢	10¢
Utility "B"		\$6.99 (\$6.44)	\$7.51	\$7.51
Lead Journeyman		\$9.93 (\$9.15)	\$10.77	\$10.87
Chief Operator		\$10.49 (\$ 9.67)	\$11.38	\$11.48

*Apply to Chief Operator, Process Operator, Crew Leader, Operator C and Lead Journeyman.

Shift Premium: 0-40¢-60¢ (0-37¢-55¢); 67¢ (62¢) per hour for 12-hour night shift. Effective March 1, 1980, 0-43¢-75¢; 79¢ per hour for 12-hour night shift.

Health and Welfare: Weekly Indemnity - Upon ratification, \$180-\$215 (\$165-\$200) according to hourly rate. Effective March 1, 1980, \$195-\$230.

Long Term Disability - Upon ratification, minimum of \$550 (\$500) per month from all sources. Effective March 1, 1980, \$600 per month.

Extended Health - 90%/10% (80%/20%) co-insurance.

Pension Plan: Supplementary Benefit (new) - Upon ratification, for early retirements between 62 and 65, \$8.75 per month per year of contributory service - maximum 25 years. Effective March 1, 1980, \$9.75.

Benefit Calculation Update - Average final earnings calculation period to include 1979 (1978).

Early Retirement (new) - No actuarial reduction for an employee retiring at age 60 with 20 years of service.

MISCELLANEOUS MANUFACTURING

Reeves Bros. Canada Limited at Toronto - Local 664, Rubber Workers (AFL-CIO/CLC):

A 24-month renewal agreement effective from March 26, 1979 to March 25, 1981, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 26/79</u>	<u>Mar. 26/80</u>
General		44¢	44¢
Increases			
Additional Adjustment		10¢ for Packaging Co-ordinator/Tractor and Freight Co-ordinator/Other	
Class "D" (includes Fabric Cutter)		\$5.04-\$5.17 (\$4.60-\$4.73)	\$5.48-\$5.61
Class "M" (Skilled Maintenance)		\$6.37 minimum (\$5.93 minimum)	\$6.81 minimum

Probationary period is 40 worked days within a six month period. Maximum rates for Fabric Cutter are reached after two 3-month increases.

Off-shift Premium: 24¢ (22¢) per hour.

MINES

Cliffs of Canada Ltd. (Adams Mine at Kirkland Lake and Sherman Mine at Temagami) - Locals 6409 and 6986, Steelworkers (AFL-CIO/CLC) (2 bargaining units at Adams Mine - production/maintenance and office/clerical/technical; 1 bargaining unit at Sherman Mine - production/maintenance): Three 36-month renewal agreements effective from March 1, 1979 to March 1, 1982, covering a total of 755 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Mar. 1/81</u>
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General Increases:

Hourly Schedule	60¢ per hour	20¢ per hour	15¢ per hour
Salary Schedule	\$24 per week	\$8 per week	\$6 per week

COLA Fold-ins:

Hourly Schedule	\$1.48 per hour	20¢ per hour	20¢ per hour
Salary Schedule	\$59.20 per week	\$8 per week	\$8 per week

Job Class
Increments:

Hourly Schedule	.120¢ (.115¢)	.120¢	.125¢
Salary Schedule	10.40¢ (10¢)	10.40¢	10.80¢

Hourly Rates

Job Class 2 (includes Labourer)	\$7.525 (\$5.440)	\$7.925	\$8.280
Job Class 18 (includes Industrial Electrician)	\$9.445 (\$7.280)	\$9.845	\$10.280

Salary Rates

Job Class 2 (includes Clerk Typist)	\$310.76 (\$226.76)	\$326.76	\$341.56
Job Class 14	\$435.56 (\$346.76)	\$451.56	\$471.16

Cost of Living Allowance: Effective March 1, 1979, \$1.48 per hour or \$59.20 per week generated under the previous agreement, is folded into the wage rates.

1¢ for each 0.26 point change in the Consumer Price Index - 1971=100 using December 1978 as the base Index month. Annual guarantees of 20¢ per hour or \$8 per week. (Basic formula is unchanged.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Sunday Premium: Effective March 1, 1980, 85¢ (75¢) per hour.

Call-out Pay: An employee who is "called-out" during the night shift and continues to work into the day shift after completing 4 consecutive hours on the night shift at overtime rates, will continue to receive the overtime rate for all such hours (new).

Reporting Pay (Sherman Mine only): Minimum pay of 4 (3) hours.

Paid Holidays: Effective in 1979, the second Monday in June is added for a total of 11 days, to be replaced by Heritage Day if proclaimed.

Health and Welfare: Dependent Life Insurance (new) - Effective April 1, 1979, employer provides a life insurance benefit of \$750 for employee's spouse and an additional \$750 for dependent family.

Long Term Disability - Effective March 1, 1980, benefit increases to \$500 (\$250).

Weekly Indemnity - Effective April 1, 1979, benefit ranges from \$183 to \$226 per week, depending on job class. (Previously, 60% of UIC benefit).

Pension Plan: Basic Benefit - Effective March 1, 1979, \$12 (\$10) per month per year of service.

Skill and Service Bonus Plan: Effective March 1, 1979, employer contributes 20¢ (15¢) per hour worked.

Safety Apparel Allowance: Effective January 1, 1980, \$45 (\$40) per year.

Tool Allowance (Sherman Mine only): Employer contributes \$40-\$136 (\$25-\$85) per year, depending on classification.

TRANSPORTATION

Canadian Pacific Limited, Canadian National Railways and 11 other railway companies, system-wide - Associated Non-Operating Railway Unions (5 unions):
A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 45,000 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
General Increases		66.5¢	58.5¢	8%
Trackman		\$6.389-\$6.643	\$6.974-\$7.228	\$7.532-\$7.806
1st Class, Yard		(\$5.724-\$5.978)		
Mechanic "A"		\$8.410	\$8.995	\$9.715
Work Equipment		(\$7.745)		

Cost of Living Allowance (new): 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1978 as the base. Triggered after an increase of 8% in the average index for 1979, 14.5% for 1980 and 21.3% for 1981. COLA will be paid in a lump sum at the end of each year and total COLA will be folded into the base rate at the end of the 3 years.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: Effective January 1, 1980, 1 additional holiday is added for a total of 11 days.

Paid Vacation: Effective January 1, 1979, 5 weeks after 22 (24) years' service. Effective 1, 1980, 4 weeks after 12 (14) years. Effective January 1, 1981, 4 weeks after 11 years and 5 weeks after 21 years.

Health and Welfare: Life Insurance - Effective May 1, 1979, \$10,000 (\$7,000) coverage for active employees.

Weekly Indemnity - Effective January 1, 1979, \$177 (\$160) per week maximum payment. Effective January 1, 1980 and January 1, 1981 maximum payments to be increased to conform to benefits under U.I.C.

Dental Plan (new) - Effective December 15, 1979, company paid plan to commence. Details to be negotiated.

Drug Plan (new) - Effective December 31, 1980, company paid drug plan to commence. Details to be negotiated.

Mileage Allowance: Effective May 1, 1979, 21¢ (18¢) per mile. Effective January 1, 1981, 24¢ per mile.

Railways Involved

Canadian Pacific Limited
Canadian National Railways
Dominion Atlantic Railway Company
Northern Alberta Railways Company
Ontario Northland Railway
Quebec Central Railway Company
Algoma Central Railway
Toronto, Hamilton and Buffalo Railway Company
Esquimalt and Nanaimo Railway
Toronto Terminals Railway Company
Grand River Railway Company, Lake Erie and Northern Railway Company
Shawinigan Falls Terminal Railway
Via Rail Canada, Inc.

Unions Involved

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees

Canadian Brotherhood of Railway, Transport and General Workers

Brotherhood of Maintenance of Way Employees

Brotherhood of Railroad Signalmen

United Telegraph Workers

I.C.L. International Carriers Limited at Hamilton, London, Oshawa and Windsor - Locals 141, 879, 880 and 938 Teamsters (Ind.) (drivers, dockmen and checkers): A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980, covering a total of 314 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/79</u>
	General Increase	37¢
	Drivers, Dockmen and Checkers	\$8.85 (\$8.48)
	Previous wage rate reflects a COLA Fold-in of 48¢ made during the previous agreement.	
Cost of Living Allowance:	8¢ per hour or .2¢ per mile for each 1% rise in the Consumer Price Index - 1971=100, between September 1978 and September 1979. Triggered at 5%. Payable in a lump sum in November 1979. (Previously, 1¢ per hour or 0.25 mil per mile for each 0.5 point rise in the CPI - 1961=100. Adjusted semi-annually.)	
Sunday Premium (new):	Time and one-half for hours worked and miles driven between the hours of 12:01 a.m. and 10:00 p.m. for highway drivers working a combination of hourly and mileage rates.	
Overtime Pay:	\$5.37 (\$4.85) per hour for all hours driven on overtime at the mileage rate.	
Paid Holidays:	The Employee's Birthday and December 27th are added for a total of 13 days.	
Bereavement Leave:	Grandchildren are added for up to 3 days' paid leave.	
Health and Welfare:	<u>Employer Contribution</u> - \$72 (\$60) per month per employee.	
Pension Plan:	<u>Employer Contribution</u> - \$110 (\$60) per month per employee.	
Meal Allowance:	\$12.50 (\$10) per sleep, for drivers who are required to lay-over and sleep away from home.	
Mileage Rates:	<u>Number of Axles</u>	<u>Apr. 1/79</u>
	2,3 & 4	21.26¢ (20.24¢) per mile
	5 & 6	21.46¢ (20.44¢) per mile
	7 or more	21.66¢ (20.64¢) per mile
Medical Examination:	\$12.50 (\$10) for employees required to take a medical examination after working hours.	

Soo-Security Motorways Ltd. in Ontario, Manitoba, Saskatchewan and Alberta - Locals 362, 395, 979 and 990, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
General Increases	70¢	30¢	70¢	30¢

	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
<u>Ontario and Manitoba</u>				
Warehouse and P & D Employees	\$7.92-\$8.07 (\$7.22-\$7.37)	\$8.22-\$8.37	\$8.92-\$9.07	\$9.22-\$9.37
Mechanic	\$8.25-\$8.40 (\$7.55-\$7.70)	\$8.55-\$8.70	\$9.25-\$9.40	\$9.55-\$9.70
<u>Saskatchewan</u>				
Warehouse and P & D Employees	\$7.96-\$8.11 (\$7.26-\$7.41)	\$8.26-\$8.41	\$8.96-\$9.11	\$9.26-\$9.41
Mechanic	\$8.31-\$8.46 (\$7.61-\$7.76)	\$8.61-\$8.76	\$9.31-\$9.46	\$9.61-\$9.76
<u>Alberta</u>				
Warehouse and P & D Employees	\$8.38-\$8.53 (\$7.68-\$7.83)	\$8.68-\$8.83	\$9.38-\$9.53	\$9.68-\$9.83
Mechanic	\$8.61-\$8.76 (\$7.91-\$8.06)	\$8.91-\$9.06	\$9.61-\$9.76	\$9.91-\$10.06

Mileage Rates:

	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Oct. 1/80</u>
Effective					
General Increases	1.75¢	.25¢	1.75¢	.25¢	.65¢

Ontario, Manitoba and Saskatchewan

Linehaul Driver Mileage Rate	21.75¢ (20.00¢)	22.00¢	23.75¢	24.00¢	24.65¢
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Alberta

Single Man Operation - East of Dawson Creek to Edmonton, North and South on Highway #2 and East of Highway #2 in Alberta	23.25¢ (21.50¢)	23.50¢	25.25¢	25.50¢	26.15¢
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Shift Premium: Effective May 13, 1979, 0-30¢-30¢ (0-5¢-10¢).

Lead Hand Differential: Effective May 13, 1979, 35¢ (25¢) per hour.

Paid Vacation: 5 weeks after 16 (17) years' service and 6 weeks (new) after 25 years. Effective in 1980, 6 weeks after 24 years.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980, covering 15,200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 1/79
	<u>Increases</u>	
	Hourly Operations and Trades	8%
	Weekly Salaried	6% at top level to 8% at bottom level
	Undergraduate Students	5%
	<u>Hourly Rates</u>	
	Labourer	\$7.71 (\$7.14)
	Electrician	\$10.67 (\$ 9.88)
	<u>Weekly Rates</u>	
	Grade 51 (includes Office Juniors)	\$210.24-\$223.66 (\$194.66-\$207.09)
	Grade 66 (includes Senior Control Technician)	\$533.11-\$567.14 (\$502.34-\$534.40)
	<u>Adjustments</u> - Various classifications in the nuclear and thermal operations categories received adjustments ranging from 5¢ to 29¢ per hour, prior to the general increase.	
Shift Premium:	0-32¢-42¢ (0-27¢-32¢); 7.5% (5%) add-on to basic rate for employees in head office Computer Branch working on a 2 or 3-shift and 6 or 7-day operation.	
Service Duty Premium:	57¢ per hour for Saturdays, Sundays or holidays and 45¢ per hour for all other days. (Previously, 57¢ on holidays and 40¢ all other days.)	
Health and Welfare:	<u>Dental Plan</u> - Effective May 1, 1979, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1980 based on the 1980 ODA fee schedule.	

WHOLESALE TRADE

Zehrs Markets at Guelph - Local 1977, Retail Clerks (AFL-CIO/CLC)*: A 24-month first agreement effective from January 1, 1979 to December 27, 1980, covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

*Retail Clerks replaced Diamond "Z" Association as the bargaining agent during the term of the previous agreement.

Wages:	Effective	Jan. 1/79	Apr. 15/79	Jan. 1/80
	Increases	90¢	0¢-31¢	30¢-75¢

	<u>Jan. 1/79</u>	<u>Apr. 15/79</u>	<u>Jan. 1/80</u>
Cashier-Wrapper - Service Clerk	\$4.68-\$6.78 (\$3.78-\$5.88)	\$4.84-\$6.78	\$5.14-\$7.53
Meat Cutter	\$5.69-\$7.91 (\$4.79-\$7.01)	\$6.00-\$7.97	\$6.30-\$8.72

Probationary period is 25 (30) worked days. Effective April 15, 1979, maximum rates are reached after eight (ten) 3-month increases

Hours of Work: 39 hours per week for all employees. Previously 43 hours per week for salaried employees and Produce and Meat Managers and, 40 hours per week for all other employees.

Night Shift Premium: Effective April 15, 1979, 65¢ (40¢) per hour.

Paid Vacation: 3 weeks after 5 (6) years' service, 4 weeks after 10 (12) years and, 5 weeks (new) after 20 years.

Bereavement Leave: 3 (1) day's paid leave in the event of death of son-in-law and daughter-in-law.

Sick Leave: Benefit payments cover the first 5 (3) days of any absence due to illness, to a maximum of 6 days per calendar year.

Benefit payment is 75% (50%) of basic daily pay.

Health and Welfare: Weekly Indemnity Plan - Effective April 15, 1979, maximum benefit increases to \$190 (\$147) per week.

Long Term Disability Plan - Effective April 15, 1979, \$600 (\$250) per month.

Dental Plan - Employer pays 100% (50%) of the cost of premiums.

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Ontario Liquor Board Employees Union* (NUPGE-CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 3,485 employees, settled by arbitration. Duration of negotiations 14 months.

*Previously named The Liquor Control Board of Ontario and Liquor Licence Board of Ontario Employees' Association.

Wages:	Effective	<u>July 1/78</u>	<u>July 1/79</u>
General Increases		6.3%	6% + \$250 per year
	<u>Annual Rates</u>		
Clerk, Grade 1 (Clerical Division)	\$8,055-\$8,745 (\$7,578-\$8,227)		\$8,788-\$9,520
Liquor Store Clerk, Grade 2	\$12,399-\$13,510 (\$11,664-\$12,709)		\$13,393-\$14,571
Licence Inspector Grade 2	\$16,579-\$18,657 (\$15,596-\$17,551)		\$17,823-\$20,026

Work on a Double time (time and one-half) plus holiday pay.
Paid Holiday:

Sunday Work: Double time (time and one-half) for unscheduled work.

Health and Life Insurance - Upon ratification, 100% (75%) of annual income
Welfare: or \$12,000, whichever is greater.

Life Insurance for Retirees - Upon ratification, employer pays 100% of cost for a plan that provides coverage of \$5,000 (\$2,000) at retirement, reduced to \$4,000 (\$1,750) 6 months after retirement and to \$3,000 (\$1,500) 12 months after retirement.

Dental Plan (new) - Employer pays 50% of the cost of premiums for a basic voluntary plan. The plan pays 100% of the current Ontario Dental Association fee schedule.

Uniform \$150 per year for Liquor Licence Inspectors (new).
Allowance:

EDUCATION AND RELATED SERVICES

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)
(caretaking and maintenance empls., cafeteria staff and bus drivers): A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/79</u>
	General Increase	7.5%
	Additional	5¢ for part-time
	Adjustments	Cleaners, Cafeteria Assistants, Matrons and Assistant Stock- keepers
	Cafeteria Assistant	\$5.03 (\$4.63)
	Plumber	\$8.74 (\$8.13)

Shift Premium: Effective April 22, 1979, 0-22¢-25¢ (0-18¢-20¢).

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 20 (21) years.

Health and Life Insurance and A.D. & D., and Long Term Disability Plan -
Welfare: Employer pays 100% (75%) of the cost of premiums.

Dental Plan - Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 500 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:

Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Jan. 30/80</u>
COLA Fold-in	\$110		
General Increases	6%	4%	4%
<u>Annual Rates</u>			
Teacher - Level 1(D) 0-6 years	\$11,061-\$14,899 (\$10,325-\$13,946)	\$11,503-\$15,495	\$11,963-\$16,111
Teacher - Level 4(A1) 0-11 years	\$12,914-\$23,374 (\$12,073-\$21,941)	\$13,431-\$24,309	\$13,968-\$25,288
Teacher - Level 7(A4) 0-14 years	\$15,429-\$28,353 (\$14,446-\$26,638)	\$16,046-\$29,487	\$16,688-\$30,666
Cost of Living Provision:	Deleted.		
Annual Allowances:	Increases same as for salary grid.		

Leeds and Grenville County Board of Education - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 353 employees, settled at the post mediation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	\$984-\$1,444	\$1,055-\$1,569
	Teacher - Category I 0-11 years	\$13,339-\$22,713 (\$12,355-\$21,446)	\$14,394-\$24,088
	Teacher - Category IV 0-14 years*	\$16,317-\$28,595 (\$15,243-\$27,151)	\$17,473-\$30,164

*Effective September 1, 1979, maximum rate for Teacher - Category IV is reached after 13 years.

Sick Leave: Maximum 240 (220) days accumulated credits.

Health and Welfare: Dental Plan - Effective September 1, 1979, payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Metropolitan Toronto Separate School Board - Local 1328, Canadian Union of Public Employees (CLC) (office clerical and technical employees): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 400 employees, settled at post-mediation bargaining. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
	General	7%	8%	\$2.50
	Increases			
	Mail Clerk 2	\$142.31-\$170.56 (\$133.00-\$159.40)	\$153.69-\$184.20	\$156.19-\$186.70
	Clerk Typist	\$147.02-\$181.04 (\$137.40-\$169.20)	\$158.78-\$195.52	\$161.28-\$198.02
	Senior Buyer	\$300.99-\$372.79 (\$281.30-\$348.40)	\$325.07-\$402.61	\$327.57-\$405.11
	Probationary period is 6 months. Maximum rates are reached on merit.			
Cost of Living Allowance:	Discontinued.			
Paid Holidays:	$\frac{1}{2}$ day Christmas Eve and $\frac{1}{2}$ day New Year's Eve for a total of 12 days.			
Health and Welfare:	<u>Extended Health Care</u> - Deductible of \$10/\$20 (\$25/\$50).			
	<u>Dental Plan</u> - Effective July 1, 1979, employer pays 80% (75%) of cost of premiums.			

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,600 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>
	COLA Fold-in	3.58%
	General Increase	5.5%
	<u>Annual Rates</u>	
	Teacher - Category A1 0-10 years	\$14,625-\$24,032 (\$13,384-\$21,992)
	Teacher - Category A4 0-10 years	\$17,067-\$29,485 (\$15,618-\$26,982)
	Consultant 0-5 years	\$27,924-\$32,510 (\$25,553-\$29,750)
	Principal 0-3 years	\$38,248-\$42,623 (\$35,001-\$39,005)

Cost of Living Provision: Discontinued.

Bereavement Leave: Up to 1 (4) day's paid leave for grandparent and grandchild.

Education Leave \$125,000.
Fund (new):

Education Leave Varying periods of up to 1 year with reimbursement of up to 100%
(new): of salary.

Paid Leave for Covers serious family illness, weather conditions, writing an
Extenuating examination and religious holidays (previously days were deducted
Circumstances: from sick leave credits).

Paternity Leave Unpaid leave may be granted provided the employee's spouse has not
(new): been granted maternity or adoption leave.

Career Unpaid, but teacher may be reimbursed, in whole or in part, for
Development tuition costs, registration fees, travel expenses, etc.
Leave (new):

Health and Life Insurance - \$45,000 mandatory coverage with employer paying
Welfare: premium on first \$25,000 (previously, \$18,000-\$43,000 with employer
paying 80% of premium).

Staff Travel Principal - \$600; Vice-Principals - \$200 each; Teaching Staff -
Allowance: \$800 (previously \$650 total.)

Consultation Will consist of 3 representatives of the employer and 3 re-
Committee presentatives of the Branch Affiliates.
(new):

Part-time Opportunities for part-time employment will be made available
Employees during the school years 1979-80 and 1980-81.
(new):

Prescott-Russell County Roman Catholic Separate School Board - Ontario English
Catholic Teachers' Association and Association des Enseignants
Franco-Ontariens (Ind.): A 24-month renewal agreement effective
from September 1, 1978 to August 31, 1980, covering 380 employees,
settled with mediation assistance. Duration of negotiations - 2½
months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>	<u>Sept. 1/79</u>
	Increases	3%-7.5%	.9%-5.4%	8.5%
	Teacher D 0-7 years	\$9,265-\$13,515 (\$8,620-\$12,575)	\$9,355-\$13,645	\$10,150-\$14,805
	Teacher A1 0-10 years	\$12,305-\$21,195 (\$11,445-\$19,715)	\$12,420-\$21,390	\$13,475-\$23,210
	Teacher A4 0-10 years	\$15,075-\$25,955 (\$14,025-\$24,145)	\$15,215-\$26,195	\$16,510-\$28,420

Car Allowance: Effective September 1, 1979, 14¢ (13.5¢) per kilometre.

Responsibility Principal - \$3,200 (\$2,600) plus \$75 (\$100) per classroom.
Allowance:

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 346 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	General Increases	31¢	31¢
	Cleaner	\$3.89-\$4.43 (\$3.58-\$4.12)	\$4.20-\$4.74
	Electrician	\$6.48-\$7.03 (\$6.17-\$6.72)	\$6.79-\$7.34
	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
	General Increases	32¢	31¢
	Cleaner	\$4.52-\$5.06	\$4.83-\$5.37
	Electrician	\$7.11-\$7.66	\$7.42-\$7.97

Probationary period is 3 months. Maximum rate for Cleaner is reached after 24 months, and for Electrician after 12 months.

Shift Premium: Effective January 1, 1980, 0-15¢-15¢ (0-10¢-10¢).

Premium Pay: Effective January 1, 1980, 30¢ (25¢) per hour for a Custodian serving as a qualified stationary engineer with certification.

Paid Holidays: $\frac{1}{2}$ day Christmas Eve and $\frac{1}{2}$ day New Years' Eve for a total of 13 days.

Paid Vacations: 4 weeks after 10 (12) years and 5 weeks after 20 years (new).

Health and Welfare: Life Insurance - \$10,000 (\$7,000).

Mileage Allowance: Effective January 1, 1980, employee on school check on weekends and holidays receives 24¢ per mile for all miles driven between employee's home to and school(s) and return.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 750 employees, settled with mediation assistance after a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	General Increases*	42¢	3¢
	Matron	\$5.42-\$6.02 (\$5.00-\$5.60)	\$5.45-\$6.05

	<u>Jan. 1/79</u>	<u>July 1/79</u>
Parking Attendant	\$6.83 (\$6.41)	\$6.86
Head Cleaner	\$7.26 (\$6.84)	\$7.29

*Matrons working in the Education Centre previously received \$5 per hour. Effective January 1, 1979, the rate will go to \$6.02. Effective July 1, 1979 to \$6.05.

Shift Premium:	0-28¢-31¢ (0-25¢-25¢).
Saturday Work:	Double time (time and one-half) for unscheduled work.
Paid Vacation:	5 weeks after 18 (19) years' service.
Safety Boots Allowance:	Effective July 1, 1979, \$32.50 (\$27.50) maximum per year.
Transportation Allowance:	70¢ (65¢) or 60¢ (55¢), depending on classification, for each move between sites within the city and 9¢ per kilometer (12¢ per mile) for mileage outside of city limits. 4¢ per kilometer (5¢ per mile) for carrying Board tools, materials or equipment outside city limits.

Wellington County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 510 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Feb. 1/79</u>
	General Increases	5.323%	1.8%
	<u>Annual Rates</u>		
	Teacher - Category I 0-10 years	\$13,692-\$22,486 (\$13,000-\$21,350)	\$13,939-\$22,892
	Teacher - Category IV 0-11 years	\$15,693-\$27,700 (\$14,900-\$26,300)	\$15,976-\$28,200
	<u>Principal</u>		
	0-500 students 0-4 years	\$34,757-\$37,074 (\$33,000-\$35,200)	\$35,384-\$37,742
	500 or more students 0-3 years	\$35,389-\$38,285 (\$33,600-\$36,350)	\$36,027-\$38,976
	<u>Vice Principal</u> 0-4 years	\$31,070-\$33,598 (\$29,500-\$31,900)	\$31,631-\$34,205
	Consultant 0-5 years	\$2,317-\$3,897 (\$2,200-\$3,700)	\$2,359-\$3,967

		<u>Sept. 1/78</u>	<u>Feb. 1/79</u>
Responsibility	Director	\$2,317 (\$2,200)	\$2,359
Allowances:	Major Head	\$2,317 (\$2,200)	\$2,359
	Head	\$1,790 (\$1,700)	\$1,823
	Chairman 1	\$1,053 (\$1,000)	\$1,072
Other	Allowances for related experience, extra degrees, and special		
Allowances:	education were increased by varying amounts.		

University of Ottawa - Professors Association (Ind.) (professors, language teachers, professional counsellors and librarians): A 12-month agreement on wages and fringe benefits, as the result of a reopener provision, effective from May 1, 1979 to April 30, 1980. The agreement covers 850 employees and was settled at the bargaining stage. Duration of negotiations - 3 months.

The original agreement, which is effective from May 1, 1978 to April 30, 1981, provides for wages and fringe benefits to be renegotiated effective May 1, 1979 and May 1, 1980.

Wages:	Effective	<u>May 1/79</u>
	Average Increase	5.5%
	<u>Minimum Annual Rates</u>	
	Lecturer	\$14,383 (\$13,569)
	Assistant Professor	\$18,509 (\$17,462)
	Associate Professor	\$23,807 (\$22,460)
	Full Professor	\$30,692 (\$28,992)
	Ceiling for all professional ranks	\$49,963 (\$47,758)

Anomalies Fund: \$25,000 (\$18,000) to be spent on the correction of significant anomalies for professors and professional counsellors. \$1,500 (\$5,000) for librarians.

Increments:	Lecturer	\$600 (\$575)
	Assistant Professor	\$700 (\$675)
	Associate Professor	\$800 (\$775)
	Professor	\$1,000 (\$950)

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
	General Increases	5.5%	1.5% (non-compounded)
	Dental Technician	\$6.35-\$7.14 (\$6.02-\$6.77)	\$6.44-\$7.24
	Bio-Medical Technologist 4	\$9.28-\$10.55 (\$8.80-\$10.00)	\$9.42-\$10.70
	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
	General Increases	4%	3% (non-compounded)
	Dental Technician	\$6.70-\$7.53	\$6.89-\$7.75
	Bio-Medical Technologist 4	\$9.80-\$11.13	\$10.08-\$11.45

Probationary period is 3 months for full-time employees and 10 shifts for casual employees. Maximum rates for Dental Technician are reached after four annual increases and, for Bio-Medical Technologist 4, after five annual increases.

Shift Premium: Effective May 21, 1979, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective April 7, 1980, 0-\$1.85-\$1.85.

Overtime Pay: Time off may be taken in lieu of overtime pay (new).

Paid Holidays: Casual employees are eligible for Statutory Holidays providing they work 12 shifts out of 30 (new).

Health and Welfare: OHIP - Employer pays 100% of the cost of premiums for casual employees providing they work 100 shifts per year (new).

Quebec Health Plan (new) - Effective June 1, 1979, employer pays 100% of the cost of premiums to a maximum of the equivalent ceiling of OHIP, for residents of Quebec.

Dental Plan - Effective June 1, 1979, employer pays 50% (40%) of the cost of premiums. Effective in 1980, employer pays 50% of the cost of orthodontic care. Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Sunnybrook Hospital and 42 other hospitals throughout Ontario - Various Locals, Service Employees (AFL-CIO/CLC): Forty-three 24-month renewal agreements effective from April 1, 1979 to March 31, 1981, covering a total of 8,100 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

AIB Rollback/
Previous Agreement: The \$54 per month increase originally scheduled for April 1, 1978 was reduced to \$33 following review by the Anti-Inflation Board.

Superior Provisions: Superior benefits or conditions provided by previous agreements will prevail. Provisions reported below represent a minimum standard.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Dec. 1/79</u>	<u>Aug. 1/80</u>
	General Increases*	25¢/hour	22¢/hour	25¢/hour
	Maintenance Trades Adjustments	\$10/month	\$10/month	\$7/month

Monthly Rates (Sunnybrook Hospital)

Housekeeping Aide	\$895-\$917 (\$852-\$874)	\$933-\$955	\$977-\$999
Electrician	\$1,255-\$1,295 (\$1,202-\$1,242)	\$1,303-\$1,343	\$1,353-\$1,393

*RNA/Orderly - Increases at 4 hospitals for April 1, 1979 and December 1, 1979 will each be reduced by \$2.50 per month.

Ambulance Attendant Adjustment - An additional 15¢ per hour on each of the 3 scheduled general increase dates for drivers and attendants.

Sensenbrenner Hospital Rate Adjustments - Effective upon ratification, additional adjustments ranging from \$10 to \$51 per month for several classifications.

Shift Premium: Upon ratification, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective April 1, 1980, 0-\$1.85-\$1.85.

Emergency Medical Care Assistant Premiums: Effective April 1, 1979, 20¢ (15¢) per hour. Effective December 1, 1979, 25¢ per hour. Effective August 1, 1979, 30¢ per hour. Applies to ambulance drivers and attendants holding EMCA Certificate.

Lieu Time for Overtime (new): Employees may elect either pay or time off at overtime rate.

Pay for Over-time Work on a Holiday: Double time and one-half. (Previously, time and one-half at some hospitals.)

Paid Vacation: 5 weeks (new) after 22 years' service. Effective in 1980, 4 weeks after 12 (13) years.

Vacation Pay on Termination: Based on outstanding vacation credits. The clause will be added to 3 hospital agreements.

Bereavement Leave: Guardian, step-parent, grandchild and grandparent will be included in the definition of "immediate family" in all agreements.

Adoption Leave: Unpaid leave up to 3 months with provision for up to 6 months if required by the adoption agency.

Education Leave: Unpaid leave for job related courses.

Union Leave: 1 person per bargaining unit elected to full-time union office may take 1 year of unpaid leave. Seniority continues to accumulate during leave.

Paid Leave for Negotiations: Existing provisions have been rewritten to accommodate joint bargaining of central issues.

Health and Welfare: Sick Leave Accumulation (Toronto East General only) - 1½ days (1 day) per month.

Disability Income Plan - 8 hospitals will transfer their existing sick leave plans to a short and long term disability program. Employer pays 50% of cost of premiums, for the long term insurance portion. Under the short term provisions, employees have up to 75 days per year at various amounts of pay depending on length of service. Provision to utilize existing sick leave credits has been included.

Extended Health Care - Effective April 1980, employer pays 75% (50%) of cost of premiums.

Dental Plan - Upon ratification, payments are based on the 1979 Ontario Dental Association fee schedule. Effective in April 1980, based on the 1980 ODA fee schedule.

Sunnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals at Toronto - Locals 204 and 777, Service Employees (AFL-CIO/CLC) (office and clerical employees): Four 24-month renewal agreements effective from October 1, 1978 to September 30, 1980 covering a total of 685 employees, settled at the arbitration stage. Duration of negotiations - 7 months.

Wages: In order to maintain uniform wage rates among the hospitals, Sunnybrook Hospital has implemented a grade structure similar to the other 3 hospitals.

Effective	<u>Oct. 1/78</u>	<u>Mar. 1/79</u>	<u>Jan. 1/80</u>
Increases	20¢	2¢-26¢	3¢-27¢

Additional Some classification
Adjustments adjustments.

Sunnybrook Hospital

Grade 1 (includes Clerk Messenger) 0-3 years (0-18 months)	\$5.00-\$5.40 (\$4.64-\$4.92)	\$5.02-\$5.52	\$5.05-\$5.65
Grade VI (includes Secre- tary to Head of Service) 0-3 years	\$5.71-\$6.36 (\$5.51-\$6.16)	\$5.93-\$6.55	\$6.15-\$6.75

Baycrest, Wellesley and Toronto East General & Orthopaedic Hospitals

Grade 1 (includes Clerk I) 0-3 years	\$5.00-\$5.36 (\$4.80-\$6.16)	\$5.02-\$5.50	\$5.05-\$5.65
Grade VI (includes Secre- tary) 0-3 years	\$5.76-\$6.22 (\$5.56-\$6.02)	\$5.95-\$6.48	\$6.15-\$6.75

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Overtime Pay: Employee is permitted to take compensating time off on the basis of one hour and a half for each hour of overtime worked. If time off cannot be scheduled within 30 days of the day on which overtime hours were worked, unless extended by mutual agreement, payment will be received for each overtime hour worked (new).

Paid Vacation: 5 weeks (new) after 22 years' service. Effective in 1980, 4 weeks after 12 years. (Previously, 13 years at Sunnybrook and unchanged for the other three hospitals.)

Bereavement Leave (Sunnybrook, only): 1 day's paid leave for mourning on the day of the funeral, if an employee is unable to attend the funeral of a member of his immediate family due to distance (new).

Sick Leave (Baycrest, only) 3 days credit received after 6 (3) months' continuous service.

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross Plan #7, or its equivalent. Payments are based on the 1979 Ontario Dental Association fee schedule.

Experience Pay (new): An employee with proven recent and related clerical experience may be slotted in the step of the wage progression consistent with the previous experience upon successful evaluation by the Hospital and completion of the probationary period.

PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Division) province-wide - Local 681, Service Employees (AFL-CIO/CLC): A 22-month renewal agreement effective from April 6, 1979 to January 31, 1981, covering 380 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>	<u>Aug. 1/80</u>
General Increases		25¢	23¢	9¢
General Help		\$4.28 (\$4.03)	\$4.51	\$4.60
Vending Technician		\$5.68-\$6.88 (\$5.43-\$6.63)	\$5.91-\$7.11	\$6.00-\$7.20

Probationary period is 2 months of employment. Maximum rates for Vending Technician are reached after two 6-month and one 12-month increase.

Shift Premium: 0-15¢-20¢ (0-10¢-15¢).

Weekend Premium (new): 5¢ per hour worked.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Postmasters and Assistants

Association (Ind.) (revenue postal operations group): A 14-month renewal agreement effective from May 2, 1979 to July 6, 1980, with wages retroactive to October 2, 1978, covering 8,210 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 2/78</u>	<u>Oct. 1/79</u>
	<u>Post Offices Grades 1 to 6</u>		
	Full-time Assistant	\$11,778-\$12,518 (\$10,563-\$11,227)	\$12,661-\$13,457
	Postmaster	\$12,368-\$17,247 (\$11,244-\$15,679)	\$13,296-\$18,541
	<u>Post Offices Groups 1 to 6</u>		
	Postmaster Level 1	\$4.13 (\$3.88)	\$4.44
	Postmaster Level 6	\$5.38 (\$5.05)	\$5.78

Cost of Living Provision: Deleted. No monies were generated under the previous formula.

Acting Pay: Minimum qualifying period is 1(2) full 8-hour shift (s).

Paid Vacation: 4 weeks after 12 (13) years' service.

Personnel Selection Leave: An employee travelling to or from a selection process on his day(s) of rest may have his day(s) of rest rescheduled (new).

Health and Welfare: Sick Leave (Part-time employees) - Credit of 5 hours (a day and one-quarter) per month for each month in which 10 days are worked.

Supervisory Postmasters Annual Allowances: Effective April 1, 1979, for each dependent non-accounting office, \$16.50 (\$15); for each dependent accounting office Groups 1 to 6, \$22 (\$20); for each Grade 1 to 6 Post Office, \$38.50 (\$35); for each authorized inspection of a Rural Route, \$16.50 (\$15).

Part-time Employees: To be used only for part-time operational requirements. Where feasible, part-time positions will be combined in order to create full-time positions (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)

(communications group): A 24-month renewal agreement effective from December 25, 1978 to December 21, 1980, covering 845 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 25/78</u>	<u>Dec. 24/79</u>
	General Increases	8%	7.5%

Dec. 25/78

Dec. 24/79

Annual Rates

CM 1	\$10,241-\$11,535 (\$9,482-\$10,681)	\$11,009-\$12,400
CM 4	\$14,299-\$15,628 (\$13,240-\$14,470)	\$15,371-\$16,800
CM 7	\$17,837-\$20,650* (\$16,516-\$18,599)	\$19,175-\$22,804*

*Note: An increment will be added to levels 6 and 7 in each year of the agreement.

Shift Premium:	0-25¢-33¢ (0-20¢-28¢).
Weekend Premium:	25¢ (20¢) per hour for regularly scheduled work on a Saturday or Sunday. Effective December 24, 1979, 30¢ per hour.
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (27) years.
Travel Time:	May be compensated in cash (unchanged) or, upon request, by leave with pay (new). Any leave with pay not liquidated by the end of the fiscal year will be paid in cash at the employee's then current rate of pay (new).
Part-time Employees:	Entitled to benefits on a pro-rata basis (new).
Education Leave (new):	May be granted for periods of up to 1 year, renewable by mutual agreement, with an allowance of up to 100% of yearly salary.
Paid Career Development Leave (new):	When attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses will also be paid by the employer.
Paid Examination Leave (new):	At the employer's discretion, for the purpose of writing an examination during the employee's normal working hours.
Meal Allowance:	\$3.25 (\$3) after 3 hours' overtime and \$2.35 (\$2.15) after 4 additional hours. Effective December 24, 1979, \$3.40 and \$2.50 respectively.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (data processing group): An 8-month renewal agreement effective from April 27, 1979 to January 6, 1980, with wages retroactive to January 8, 1979. The agreement covers 3,025 employees and was settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 8/79</u>
	General Increase	7.5%

Jan. 8/79

Data Conversion
Sub-Group

DA-CON-1	\$8,314-\$10,885 (\$7,734-\$10,126)
DA-CON-8	\$18,980-\$20,786 (\$17,656-\$19,336)

Data Production
Sub-Group

DA-PRO-1	\$8,283-\$11,899 (\$7,705-\$11,069)
DA-PRO-7	\$21,024-\$23,031 (\$19,557-\$21,424)

Shift Premium: 0-25¢-33¢ per hour. (Previously, 0-\$1.60-\$2.25 per shift.)

Weekend Premium: 25¢ (20¢) per hour for regularly scheduled work on a Saturday or Sunday.

Acting Pay: Qualifying period of 5 consecutive working days for all levels. (Previously, 5 days for levels 1 to 3 and 10 days for levels 4 to 8.)

Work on a Paid Holiday: Employee may have a day off in lieu of holiday pay (new).
Double time for all hours worked on a holiday, which is not employees' scheduled day of work, and is contiguous to a day of rest on which he also worked and received overtime (new).

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.

Meal Allowance: \$3.25 (\$3.10) after 3 hours' overtime and \$2.50 (\$2.25) after an additional 4 hours.

New Provisions: Education Leave, Paid Career Development Leave and Paid Examination Leave are the same as reported for the Communications Group.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(secretarial, stenographic and typing group): An 8-month renewal agreement effective from April 26, 1979 to January 6, 1980, with wages retroactive to January 8, 1979, covering 12,100 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages: Effective Jan. 8/79

Increases:

ST-TYP-1 and 2	9%
ST-STN-1 and 2 and	
ST-COR-1 and 2	8%
ST-OCE-1 to 3	
and ST-SCY-1 to 4	7.5%

Jan. 8/79

Annual Rates

ST-TYP-1	\$8,143-\$9,294 (\$7,471-\$8,527)
ST-OCE-3	\$12,579-\$13,754 (\$11,701-\$12,794)
ST-SCY-4	\$16,071-\$17,588 (\$14,950-\$16,361)

Shift Premium: 0-25¢-33¢ (0-20¢-28¢).

Weekend Premium: 25¢ (20¢) per hour for regularly scheduled work on a Saturday or Sunday.

Acting Pay: Qualifying period of 5 consecutive working days for all levels. (Previously, 10 days for subgroups OCE-3, SCY-3 and 4, COR-1 and 2 and 5 days for others.)

Paid Vacation: Effective January 8, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.

Meal Allowance: \$3.25 (\$3.10) after 3 hours overtime and \$2.50 (\$2.25) after 4 additional hours.

New Provisions: Education Leave, Paid Career Development Leave and Paid Examination Leave are the same as reported for the Communications Group.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees' Union (Ind.): Nine renewal agreements - a 15-month master agreement covering employee benefits, an 11-month master agreement covering working conditions and eight 12-month wage agreements, settled concurrently at the bargaining stage.

The following three wage agreements are effective from October 1, 1978 to September 30, 1979. Duration of negotiations - 10 months.

Administrative Services Category - 4,735 employees

Effective Oct. 1/78

General Increase \$6.90 per week plus 4%

Weekly Rates

Tax Auditor 1 \$285.82-\$337.67
(\$267.93-\$317.78)

Technical Consultant 2 \$560.09-\$691.89
(\$531.65-\$658.38)

Scientific and Professional Category - 3,635 employees

General Increase \$5.35 per week plus 4.5%

Oct. 1/78

Nurse 1, General	\$269.84-\$326.15 (\$252.87-\$306.76)
Education Officer 3	\$584.18-\$728.66 (\$553.67-\$691.93)

Technical Services Category - 4,780 employees

General Increase	\$13.20 per week plus 1.5%
Highway Construction Inspector 1	\$265.80-\$302.61 (\$248.67-\$284.94)
Vocational Training Supervisor 1	\$477.36-\$589.83 (\$457.11-\$567.91)

The following five wage agreements are effective from January 1, 1979 to December 31, 1979. Duration of negotiations - 8 months.

Clerical Services Category - 9,600 employees

Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
General Increases	\$5.50 per week plus 3.4%	3% (non-compounded)
Clerk 1, General	\$148.31-\$169.04 (\$137.93-\$157.98)	\$152.45-\$173.78
Clerk 5, General	\$264.90-\$304.95 (\$250.69-\$289.42)	\$272.42-\$313.63

Office Services Category - 7,100 employees

General Increases	\$6.80 per week plus 2.6%	3% (non-compounded)
Operator 1, Bookkeeping Machine	\$147.60-\$167.52 (\$137.06-\$156.47)	\$151.71- \$172.21
Supreme Court Reporter 1	\$377.67-\$449.09 (\$361.30-\$430.91)	\$388.51-\$462.02

Maintenance Services Category - 6,500 employees

Effective	<u>Jan. 1/79</u>
General Increase	\$10 per week plus 2.3%
Operator 1, Offset Equipment	\$179.19-\$202.32 (\$165.16-\$187.77)
Elevator Mechanic 3	\$413.45-\$430.34 (\$394.15-\$410.66)

General Operational Services Category - 4,700 employees

General Increase	\$8 per week plus 2.3%
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Jan. 1/79

Usher and Messenger	\$172.76-\$198.22 (\$160.88-\$185.76)
Clerk 6, Supply	\$301.20-\$321.20 (\$286.40-\$306.00)

Institutional Care and Correctional Services Category - 9,055 employees

General Increase* \$10.80 per week plus 1.7%

Counsellor 1 (Residential Life)	\$220.00-\$235.20 (\$205.60-\$220.40)
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Supervisor of Juveniles 3	\$306.00-\$324.80 (\$290.00-\$308.40)
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*Effective July 1, 1979, Correction Officers, 1, 2 and 3, Industrial Officers 1, 2 and 3, and Attendants 1, 2, 3 and 4 at Oakridge will receive an additional 2% (non-compounded) increase.

Master Agreement (Employee Benefits) - 50,105 employees.

Effective dates: October 1, 1978 - December 31, 1979.

Duration of negotiations - 10 months.

Health and
Welfare:

Dental Plan (new) - Effective July 1, 1979, employer pays 100% of the cost of premiums for a plan with 50% co-insurance on family coverage for basic, preventive services. Payments are based on the 1978 Ontario Dental Association fee schedule.

Master Agreement (Working Conditions) - 50,105 employees.

Effective dates: February 1, 1979 - December 31, 1979.

Duration of negotiations - 7 months.

Conditions unchanged.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC)

(inside employees): A 12-month renewal agreement effective from February 1, 1979 to January 31, 1980, covering 447 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Nov. 1/79</u>
	General Increases	6%	2%
	Clerk Typist III	\$176.47-\$190.76 (\$166.48-\$179.96)	\$180.00-\$194.58
	Draftsman I	\$293.43-\$351.41 (\$276.82-\$331.52)	\$299.30-\$358.44
	Systems Analyst	\$468.10-\$557.58 (\$441.60-\$526.02)	\$477.46-\$568.73

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Settlement Pay: \$100 lump sum payment for all employees on the payroll at the date of ratification.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Holiday Pay: Shift workers who work on a regularly scheduled seven day shift work basis receive premium pay on the actual day on which the statutory holiday falls (new).

Paid Vacation: 4 weeks after 10 (11) years' service.

Meal Allowance: \$4 (\$3.50) after 2 hours of overtime. \$4 (\$3) after 9 3/4 continuous working hours for Construction Inspectors.

Mileage Allowance: Effective April 1, 1979, 24¢ (23¢) per mile.

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 16, 1979 to January 15, 1980, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 16/79	Oct. 16/79
	General Increases	6%	2%
	Labourer	\$6.81 (\$6.42)	\$6.95
	Motor Mechanic	\$7.73 (\$7.29)	\$7.88

Settlement Pay: \$100 lump sum payment for all employees on the payroll at date of ratification.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 4 weeks after 10 (11) years' service.

Paid Lunch Time (new): ½ hour paid lunch period for employees normally working on a 7 day/24 hours per day shift schedule. Applies only to afternoon or evening shifts.

Bereavement Leave: Brother-in-law and sister-in-law are added for 3 day's paid leave.

Health and Welfare: Dental Plan - Coverage continues to follow the Ontario Dental Association fee schedule in effect at the commencement of the agreement.

Old Age Job Protection (new): An employee becoming incapable of performing his regular duties because of advancing years may be given preference for any available position for which he is suitable.

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.): Two consecutive 12-month renewal agreements. The first agreement, covering 700 employees including senior officers, is effective from January 1, 1978 to December 31, 1978 and was settled by arbitration after 17 months of negotiations.* The second agreement, covering 650 employees excluding senior officers, is effective from January 1, 1979 to December 31, 1979 and was settled at the bargaining stage after 1 month of negotiations.

*The majority of the revisions were agreed to last fall through direct negotiations. Final acceptance awaited resolution by arbitration of two issues requiring clarification.

1978 Agreement

Wages:	Effective	Jan. 1/78
	General Increase	6%
	<u>Annual Rates</u>	
	Constable 3	\$17,200.46 (\$16,227.01)
	Constable 1	\$20,184.44 (\$19,042.00)
	Staff Inspector	\$29,657.75 (\$27,978.85)
Paid Vacation:	3 weeks after 3 (5) years' service and 4 weeks after 10 (13) years.	
Clothing and Footwear Allowance:	\$500 (\$450) per year.	

1979 Agreement

Retroactive Clause (new):	Compensatory increases will not be paid retroactively to employees who have resigned from the Police Department prior to the signing of this agreement.		
Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	6%	2%
	<u>Annual Rates</u>		
	Constable 3	\$18,232.49 (\$17,200.46)	\$18,597.14
	Constable 1	\$21,395.51 (\$20,184.44)	\$21,823.42
	Staff Sergeant	\$26,952.19 (\$25,426.59)	\$27,491.23
Paid Vacation:	5 weeks after 19 (20) years' service. 1 extra week is granted in year of retirement (new).		

Health and Welfare: Life Insurance - Coverage is to equal two times the salary of Constable 1 annual rate (previously, \$35,000).

Pension Plan: There are two plans in effect. Employees covered by the Municipal Plan and unable to earn the 35 years of service credit required for full pension benefits will be permitted to buy back military service (new).

Ontario Police College Supplement: \$30 (\$20) per week.

Special Recruit Allowance (new): \$50 to purchase gym related equipment.

Clothing and Footwear Allowance: \$550 (\$500) per year.

Education Bursary (new): This program will be funded by the employer.

Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1979 to January 31, 1980, covering 288 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Nov. 1/79</u>
General Increases		6%	2%
Clerk-Typist III		\$5.042-\$5.450 (\$4.757-\$5.142)	\$5.143-\$5.559
Draftsman I		\$8.384-\$10.040 (\$7.909-\$ 9.472)	\$8.551-\$10.241
Systems Analyst		\$13.374-\$15.931 (\$12.617-\$15.029)	\$13.642-\$16.252

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Settlement Pay: \$100 lump sum payment.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 4 weeks after 10 (11) years' service.

Health and Welfare: Dental Plan - Effective April 25, 1979, payments are based on the 1979 Ontario Dental Association fee schedule.

Meal Allowance: \$4 (\$3.50) after 2 hours of overtime.

Mileage Allowance: 24¢ (23¢) per mile.

Hamilton-Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 16, 1979 to January 15, 1980, covering 217 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 16/79</u>	<u>Oct. 16/79</u>
	General Increases	6%	2%
	Labourer	\$6.81 (\$6.42)	\$6.95
	Motor Mechanic	\$7.73 (\$7.29)	\$7.88

For settlement pay and changes in shift premium, paid vacation and dental plan see the settlement for inside employees with Canadian Union of Public Employees, reported above.

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 280 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	6.05%

Hourly-Rated Classifications

Level 1 (includes Labourer-Permanent)	\$6.27-\$6.62 (\$5.91-\$6.24)
Level 13 (includes Carpenter)	\$7.61-\$8.06 (\$7.18-\$7.60)

Salary Classifications

Level 1 (includes General Clerk, Grade 1)	\$10,163-\$10,691 (\$ 9,583-\$10,081)
Level 19 (Senior Plumbing Inspector)	\$18,823-\$19,908 (\$17,749-\$18,772)

Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rates for Carpenter and Senior Plumbing Inspector are reached after one 6-month increase.

Settlement Pay: \$65 one-time lump sum payment.

Paid Holidays: One floating day replaces Remembrance Day for a total of 11½ (unchanged) days.

Paid Vacation: 6 weeks after 32 (35) years' service.

Safety Shoe Allowance: Employer pays \$45 (\$35) during the years 1979 and 1980 towards the cost of safety footwear, where required.

Windsor City Board of Commissioners of Police (Unit A) - Police Association (Ind.):

A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 366 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/79
	General Increase	7%
	Police Constable - Third Class	\$18,833 (\$17,601)
	Police Constable - First Class	\$21,711 (\$20,291)
	Staff Inspector	\$31,232 (\$27,976-\$29,189)

Maximum rate for Staff Inspector used to be reached upon completion of his 12-month probationary period.

Shift Premium: 0-30¢-30¢ (0-10¢-20¢).

Pay for Work on Statutory Holidays: Time and one-half (straight-time) or lieu time off.

Paid Vacation: 5 weeks plus 1 day after 26 years' service, 5 weeks plus 2 days after 27 years, 5 weeks plus 3 days after 28 years, 5 weeks plus 4 days after 29 years and 6 weeks after 30 years. (Previously, maximum vacation was 5 weeks after 22 years' service.)

Out of Town Court Attendance (new): An employee attending court outside Essex County is deemed to be on the day shift. Reasonable overtime is granted to and from out of town court based on completion of court case, distance of travel and mode of travel, as determined by the commanding officer.

An employee, on the fourth successive court day is entitled to overtime pay for all time spent in excess of the regular 8 hours tour of duty with the exception of 8 hours sleeping time for which proof may be required, effective at the commencement of the third successive day and for each successive court day, thereafter.

Plainclothes Allowance: \$600 (\$450) per year or \$2.30 (\$1.85) per day for any part thereof.

CONSTRUCTION

Greater Windsor Home Builders Association Inc. - Local 494, Carpenters (AFL-CIO/

CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/79	May 1/80
	General Increases	55¢	74¢
	Journeyman Carpenter	\$12.08 (\$11.53)	\$12.82

Vacation Pay: 10% (8%).

Health and Welfare: Employer contributes 57¢ (42¢) per hour.

Board Allowance: \$55 (\$50) per week.

Travelling Allowance: 21¢ (18¢) per mile.

\$4.10 (\$3.60) per day for travel in Essex County up to 20 miles outside the free zone and anywhere within Kent County outside the free zone.

\$7.70 (\$7.20) per day for travel in Essex County outside the free zone and the 20 mile area.

Clothing Insurance: Maximum coverage is \$65.

Tool Insurance: Maximum coverage is \$300 (\$200) for Rough Carpenters and \$500 (\$400) for Finish Carpenters.

Toronto and District Carpentry Contractors Association - Local 1190, Carpenters (AFL-CIO/CLC) (residential construction): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>
	General	59¢	69¢
	Increases		
	Journeyman	\$10.31	\$11.00
	Carpenter	(\$ 9.72)*	

*During the term of the previous contract the wage rate for Journeyman Carpenter was reduced by 13¢. This 13¢ was diverted into the Pension Fund. The bracketed rate reflects this diversion.

Health and Welfare: Employer contributes 62¢ (55¢) per hour earned.

Addendum

July 1978 Settlement

CONSTRUCTION

Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO/CLC) (rodmen, commercial, industrial and institutional construction): A 24-month renewal agreement effective from

May 1, 1978 to April 30, 1980 except for Local 700 at Sarnia whose current agreement expires April 30, 1979. This agreement covering 2,700 employees was settled at the bargaining stage and ratified in July, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 26/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>
Increases		London and Windsor - 34¢; Ottawa - 39¢; Hamilton - 43¢; Sudbury - 44¢; Toronto - 60¢ and Thunder Bay - 82¢	Toronto - 11¢	London and Windsor 24¢; Toronto - 50¢; Hamilton - 63¢; Ottawa, Sudbury and Thunder Bay - 64¢
Rodman (Local 700, London and Windsor)		\$10.01 (\$ 9.67)	\$10.01	\$10.25
Rodman (Local 721, Toronto)		\$10.69 (\$10.19)	\$10.80	\$11.30
Rodman (Local 759, Thunder Bay)		\$12.20 (\$11.38)	\$12.20	\$12.84
Cost of Living Provision (Sarnia Local only):	Discontinued.			
Overtime Pay (Toronto Local only):	First hour (first 2 hours) at time and one-half from Monday to Friday. Double time for all other overtime hours worked.			
Paid Holidays (Toronto Local only):	Heritage Day, if proclaimed, is added for a total of 10 days.			
Vacation Pay (Hamilton and Ottawa Locals only):	10% (8%).			
Health and Welfare:	Effective June 26, 1978, employer contributes 65¢ (55¢) per hour worked for Toronto Local, 67¢ (55¢) per hour worked for Hamilton and Ottawa Locals, and 73¢ (63¢) per hour worked for London, Sudbury and Windsor Locals. Effective May 1, 1979, employer contributes 73¢ (55¢) per hour worked for Sarnia Local.			
Pension Fund:	Effective June 26, 1978, employer contributes 50¢ (30¢) per hour worked for Sudbury Local, 70¢ (50¢ and 55¢ respectively) per hour worked for London and Windsor Locals and 85¢ (70¢) per hour worked for Toronto Local. Effective May 1, 1979, employer contributes \$1.00 per hour worked for London, Sarnia, Toronto and Windsor Locals.			

Association Fund: Effective June 26, 1978, employer contributes 7¢ per hour per total hour earned. (Previously, 2¢ per hour earned at Thunder Bay Local and 3¢ per hour earned at Ottawa Local.)

Savings Plan (Local 700 only): Effective June 26, 1978, employer contributes 35¢ (22¢) per hour worked at London Local and 55¢ (37¢) per hour worked at Windsor Local.

Effective May 1, 1979, 49¢ per hour worked at London Local and 69¢ per hour worked at Sarnia and Windsor Locals. (Previously, 10¢ per hour worked at Sarnia.)

Trade Improvement Plan: Employer contributes 3¢ per hour worked. Effective June 26, 1978, at Hamilton, Ottawa and Sudbury Locals (new) and London and Windsor Locals (unchanged). Effective November 1, 1978, at Toronto Local (new) and effective May 1, 1979 at Sarnia Local (new).

Commuting and Board Allowance: Local 700, London - Effective June 26, 1978, \$19 (\$18) per day worked. Effective May 1, 1979, \$21 per day worked.

Local 700, Sarnia - \$16 (unchanged) per day worked.

Local 700, Windsor - Commuting allowance is \$3.50 (\$2.50) per day after 7 miles, \$4.50 (\$3.50) per day after 15 miles and \$5.50 (\$4.50) per day after 20 miles.

Effective June 26, 1978, mileage allowance is 20¢ (17¢) per mile per day worked. Effective May 1, 1979, 21¢ per mile, after 25 miles, to a maximum of 100 miles.

Effective June 26, 1978, board allowance is \$19 (\$17) per day worked, after 100 miles. Effective May 1, 1979, \$21.

Local 721, Toronto - Effective June 26, 1978, \$14 (\$13) per day in Zone 7 and \$17 (\$16) per day in Zone 8. Effective May 1, 1979, \$15 and \$19, respectively.

Local 736, Hamilton - Effective June 26, 1978, \$14 (\$12) per day worked in Zone 5 and \$17 (\$15) for seven days per week in Zone 6. Effective May 1, 1979, \$15 and \$19, respectively.

Local 759, Thunder Bay - \$28 (\$24) per day worked.

Local 765, Ottawa and Local 786, Sudbury - Effective June 26, 1978, \$14 (\$13) per day worked in Zone 5 and \$17 (\$16) for seven days per week in Zone 6. Effective May 1, 1979, \$15 and \$19, respectively.

Meal Allowance: Employer provides a meal and a 30 minute paid break after 2 hours of unscheduled overtime. (Provision is new for Toronto and unchanged for all others except Thunder Bay which had a 15 minute paid break.)

Clothing and Tool Insurance: Employer provides insurance up to a maximum of \$150 while on Company property or in Company change houses and \$300 for employees in a camp. (Provision is new for Toronto Local. Previously, \$100 for Ottawa Local.)

December 1978 Settlement

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Canadian Marine Officers Union (AFL-CIO/CLC) (marine engineer officers): A 36-month renewal agreement effective from June 1, 1978 to May 31, 1981, covering 353 employees, settled at the arbitration stage in December, 1978. Duration of negotiations - 6 months.

Wages:	Effective	June 1/78	June 1/79	June 1/80
	General Increases	9.5%	9%	7%
	5th Engineer	\$6.32 (\$5.77)	\$6.89	\$7.37
	2nd Engineer	\$7.23 (\$6.60)	\$7.88	\$8.43
	Previous rates reflect a rollback by the Anti-Inflation Board.			
Tankers and Self-Unloaders Premium (new):	Effective June 1, 1978, \$30 per month. Effective June 1, 1979, \$35 per month. Effective June 1, 1980, \$37 per month.			
Overtime Pay:	Effective January 1, 1979, double time and one-half (double time) after 8 hours on Sunday. Effective June 1, 1980, double time (time and one-half) after 8 hours on Saturday.			
Paid Holidays:	The first Monday in February is added for a total of 12 days.			
Paid Medical Leave (new):	Paid time off for medical assistance upon receipt of a medical certificate.			
Health and Welfare:	<u>Employer Contribution</u> - Company contributes \$1.88 per job per payroll day which includes Group Life Insurance premiums. Effective June 1, 1979, \$1.98. Effective June 1, 1980, \$2.13. (Previously, employer paid \$1.00 per job per payroll day for welfare plus 48¢ per job per payroll day for Group Life Insurance.)			
Pension Plan:	<u>Employer Contribution</u> - 5% of basic wages on the basis of 7 (5) days per week or 240 (168) hours worked per month for each employee who signs and submits to the company an authorization to deduct 4% of his basic salary.			
Car Allowance:	Effective June 1, 1979, 22¢ (20¢) per mile. Effective June 1, 1980, 24¢ per mile.			
Severance Pay:	Maximum amount up to \$350 (\$200) or less depending on accrued credits.			

March 1979 Settlements

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 245 employees, settled at the bargaining stage and ratified in March 1979. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Sept. 1/79</u>
General Increase		6%		
Additional Adjustments			Adjustments for some classifica-tions	Adjustment for Clerk
Waitress		\$793-\$868 (\$748-\$819)	\$820-\$895	
Printing Clerk		\$1,056-\$1,121 (\$ 996-\$1,058)	\$1,055-\$1,154	\$1,055-\$1,187
Registered Nursing Assistant		\$997-\$1,078 (\$941-\$1,017)		

Probationary period is 90 days for full-time employees and 60 tours worked for part-time employees. Maximum rates are reached after 3 years for Registered Nursing Assistant, after 2 years for Waitress and Printing Clerk. Effective July 1, 1979, maximum rates for Waitress and Printing Clerk are reached after 3 years. Effective September 1, 1979, maximum rate for Printing Clerk is reached after 4 years.

Standby Pay: \$10 (\$8.50) per shift.

Health and Welfare: Dental Plan - If a dental plan is introduced, the employer will pay 50% of cost of premiums.

PERSONAL SERVICES

The Textile Rental Institute of Ontario, Centennial Hospital Linen Services and Booth Avenue Hospital Laundry Inc., Toronto and London Hospital Linen Service - Local 351, Laundry Workers (CLC): A 36-month renewal agreement effective January 1, 1979 to December 31, 1981, covering 425 employees, settled at the conciliation officer stage and ratified in March 1979. Duration of negotiations - 9 months.

This agreement covers the Hospital Division. Details of the Commercial Division agreement were reported in the February 1979 Settlements Report p. 103.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Jan. 1/81</u>
General Increases		40¢	30¢	5¢	Wage reopener
<u>Adjustments</u>					
Employees presently earning \$4.60 or more		5¢	5¢		
Employees presently earning \$3.50 to \$4.59		10¢	10¢		

Rate examples are not currently available.

Paid Vacation: Effective in 1979, 3 weeks after 6 (10) years and 4 weeks (new) after 25 years.

Health and Welfare Fund: Effective April 1, 1979, employer contributes \$24 (\$16) per month per employee to union fund. Effective January 1, 1980, \$30 per month.

Negotiations in Progress during April 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	260	B
Abitibi Paper Co. Ltd. (Abitibi Containers Div.), Pembroke	Woodworkers (AFL-CIO/CLC)	220	B
American Hoist of Canada Ltd., Brampton	Auto Workers (CLC)	200	CO
The Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	800	PCB
Atomic Energy of Canada Limited (Radio Chemical Co.), Ottawa	CLC Directly Chartered	250	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto	Christian Labour Assn. (Ind.)	260	B
Boeing of Canada Ltd. (Arnprior Div.)	Machinists (AFL-CIO/CLC)	280	CO
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Dalwell Linen Mills Ltd., Matilda Twp.	United Textile Workers (AFL-CIO/CLC)	334	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	CO
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford	Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	309	B
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	MED/WS
Carleton University, Ottawa	Support Staff Assn. (Ind.)	650	B
Carleton Cards, Toronto	Independent Greeting Card Workers of Canada (Ind.)	600	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	B
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	520	B
Consumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Crothers Ltd., Toronto	Auto Workers (CLC)	205	WS
Dobbie Industries Ltd. (Woolen & Fabric Div.), Cambridge	Natl. Council of Canadian Labour (Ind.)	210	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	510	CO
Domglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	745	WS
Dupont of Canada Ltd., Maitland	Cdn. Chemical Workers (Ind.)	605	B
Durham Regional Police	Police Assn. (Ind.)	347	B
Eaton Yale Ltd., Suspension Div., Chatham	Auto Workers (CLC)	970	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	510	CO
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	CO
Extendicare Ltd. and other nursing homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,740	B
Falconbridge Nickel Mines Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	CO
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	PCB
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	440	MED/W
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	705	B
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	250	CO
Government of Canada (Treasury Board)	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	B
Halton Regional Police	Police Assn. (Ind.)	270	B
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	B
Hastings County Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	200	CO

** Federal jurisdiction

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hershey Chocolate of Canada, Smiths Falls	Retail, Wholesale Employees (AFL-CIO/CLC)	200	MED/WS
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	MED/WS
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	280	MED/WS
Inco Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	750	B
Inco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (mine empls.)	11,750	WS
Inglis Ltd., Stoney Creek	Auto Workers (CLC) (production empls.)	680	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	700	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	ARB
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	268	B
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	CO
Lakehead Terminal Elevators Assn., Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	270	WS
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	PMB
London City Board of Education	CUPE (CLC) (custodians, full and part-time)	340	B
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	MED/WS
London City Corp.	CUPE (CLC) (outside empls.)	510	WS
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	750	CO
McGraw-Edison Ltd., Cambridge (Major Appliance Div.)	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	CO
Metropolitan Toronto Apartment Builders Assn. (Apartments only)	Labourers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Apartment Builders Assn. (Housing only)	Labourers (AFL-CIO/CLC)	200	B

** Federal jurisdiction

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	220	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time empls.)	285	B(I
Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	670	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	B
National Grocers Co. Ltd. (Warehouse, Transport Div., Ont. Food Terminal and Cash and Carry Operations), various locations)	Teamsters (Ind.)	431	CO
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	350	B
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	300	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	350	B
North Bay City Corp.	CUPE (CLC) (hourly-rated and salaried empls.)	212	B
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	PM
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	CO
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	CO
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCI
Northern Telecom Ltd., Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265	PCI
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	ARI
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	B
Ontario Council of Regents of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	6,000	B
Ontario Form Work Assn.	Labourers (AFL-CIO/CLC)	1,100	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ntario Form Work Assn. (Residential Concrete Forming Contractors)	Intl. Operating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC)	200	CO
ntario Government	Ont. Provincial Police Assn. (Ind.)	3,860	B
ntario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ARB
ntario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,000	ARB
ntario Jockey Club (Standard-bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	205	MED
ntario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	365	MED
ntario Master Insulators' Assn., Inc.	Asbestos Workers (AFL-CIO/CLC)	1,300	CO
ntario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	350	CO
shawna City Corp. (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas)	CUPE (CLC)	230	CO
shawna General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARB
ttawa Board of Education	CUPE (CLC) (office empls.)	545	CO
ttawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	CO
ttawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	MED
ttawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	CO
ttawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
ttawa City Corp.	Police Assn. (Ind.)	575	B
ttawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
ttawa City Hydro-Electric Commission (Works Dept.)	CUPE (CLC)	200	CO
ttawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCB
ttawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,500	CO
ttawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	ARB

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Pedlar Industrial (Pedlar Castings Div.), Oshawa	Steelworkers (AFL-CIO/CLC) (production empls.)	400	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	590	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production empls.)	550	B
Pipe Line Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CLC)	670	B
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	800	B
Pipe Line Contractors Assn. of Canada	Plumbers (AFL-CIO/CLC)	400	B
Pipe Line Contractors Assn. of Canada	Teamsters (Ind.)	200	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	370	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	CO
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	PCB
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315	MED/W
Rockwell International of Canada Ltd., Tilbury	Auto Workers (CLC)	276	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	800	CO
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	PCB
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	PCB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	375	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	PCB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sarnia General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	246	PCB
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	B
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	452	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	380	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	CO
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	250	CO
Sklar Mfg. Ltd., Ajax and Whitby	Upholsterers (AFL-CIO/CLC)	600	CO
Standard Modern Tool Co. Ltd.	Steelworkers (AFL-CIO/CLC)	210	PCB

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'l Stage
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	CO
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	335	CO
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	CO
Sutton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	230	CO
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Foodworkers (AFL-CIO/CLC)	225	CO
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250	B
Toronto City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,280	PME
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCF
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	ARF
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,200	B
Toronto Public Library Board	CUPE (CLC)	400	B
Toronto Residential Concrete Forming Contractors	Labourer (AFL-CIO/CLC)	800	CO
Toronto Sportswear Group and three other firms, Toronto	United Garment Workers (AFL-CIO/CLC)	240	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,500	B
Toronto Star Newspapers Ltd.	Printing and Graphic Communications (AFL-CIO/CLC) (pressmen, paper-handlers, stereotypers and mailing room empls.)	500	MED
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,300	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCF
Transit Windsor	Transit Union (AFL-CIO/CLC)	200	CO
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly-rated empls.)	545	WS
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	MED
University of Guelph	CUPE (CLC) (trade, service and maintenance empls.)	405	B
University of Windsor	Faculty Assn. (Ind.)	580	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	ARB
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PCB
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	ARB
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Waterloo Regional Police	Police Assn. (Ind.) (policemen)	426	B
Webster Mfg. (London) Ltd., London	Molders (AFL-CIO/CLC)	392	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	CO
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	PCB
Wentworth County Board of Education	CUPE (CLC)	200	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	CO
Millroy Mines Ltd., Kirkland Lake	Steelworkers (AFL-CIO/CLC)	220	B
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	B
Windsor City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
Work Borough Board of Education	CUPE (CLC)	230	B
Work Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	PMB
Work Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B
Work County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
Work Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	CUPE (CLC)	300	B
Work Regional Police	Police Assn. (Ind.)	308	B
Work University, Toronto	Faculty Assn. (Ind.)	1,040	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB(R)
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB
CP Air, system-wide**	Air Line Pilots (Ind.)	600	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	2,110	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	CO
Dominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL- CIO/CLC)	740	B
Government of Canada (Treasury Board)**	Canadian Union of Professional and Technical Employees (Ind.) (trans- lation group)	1,220	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,120	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Stati- sticians Assn. (Ind.)	2,420	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,115	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	575	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,355	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,560	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scien- tific support group)	8,065	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administra- tion group)	1,705	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	20,595	B

** Federal jurisdiction

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,265	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	3,105	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	865	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,690	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance empls., etc.)	1,600	B
Northern Telecom Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,280	PCB
Northern Telecom Ltd., Nfld. N.S., N.B., Que. and Ont.	Cdn. Union of Communication Workers (Ind.) (eastern region hourly-rated installation and outside plant empls.)	600	B
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC) (western region installation, shop and warehouse and office empls.)	1,225	B
Pacific Western Airlines, system-wide**	Air Line Employees (CLC)	600	CO
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,535	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	14,045	B

Negotiations in Progress during April 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	CO
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	CO
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divisions)	2,500	CB
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (uncertificated personnel)	525	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1979

Employer and Location	Union	No. of Empls.
AP Parts of Canada Ltd. (Rexdale Operation), Etobicoke	Auto Workers (CLC)	260
Atomic Energy of Canada Ltd. (Radio Chemical Co.), Ottawa	CLC Directly Chartered	250
Canadian Lake Carriers Assn., Province-wide	Seafarers (AFL-CIO/CLC)	860
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL- CIO/CLC)	705
Kitchener City Corp., Transit Div. Supply and Services Dept.	Railway, Transport and General Workers (CLC)	206
Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	670
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	350
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	245
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	370
Rockwell International (Collins Canada Div.), Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	327
Scarborough General Hospital	OPSEU (Ind.)	240
Sunbeam Shoes Ltd., Port Colborne	Foodworkers (ALF-CIO/CLC)	200
Toronto Construction Assn.	Structural Iron Workers (AFL- CIO/CLC) (residential rodmen)	400
Webster Mfg. (London) Ltd., London	Molders (AFL-CIO/CLC)	392
Willroy Mines Ltd., Macassa Div., Kirkland Lake	Steelworkers (AFL-CIO/CLC)	220

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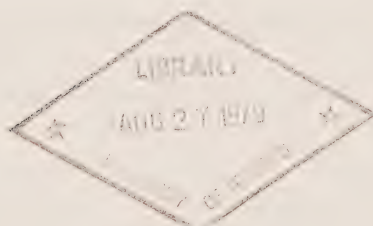


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
May 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

June 29, 1979

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Highlights

Northern Telecom Settlements. Negotiations to establish new contract terms for Northern Telecom's 12,000 office and production staff across the country, including about 6,000 members of four unions in Ontario, commenced in December 1978. Previous agreements for the majority of the units were scheduled to expire at the end of February 1979, while those involving members of the Communication Workers of Canada (CWC) opened up on October 31, 1978. The remaining agreement, covering 1,500 plant workers at Bramalea represented for the past 16 years by the United Electrical Workers (UE), was due for renewal on April 20, 1979. However, when the contract expired the workers voted to decertify the UE as their bargaining agent and joined the United Auto Workers (UAW) already representing employees at other Northern plants and offices in Ontario.

In consequence, the current round of Northern Telecom negotiations involved the UAW, CWC and the independent Canadian Union of Communication Workers (CUCW), the latter representing about 500 Eastern Region installers and 3,500 production workers at seven of the eight Northern plants in Quebec. The unions bargained separately, although they co-operated in formulating their bargaining goals. The proposals ranged from wage increases and changes in the cost-of-living formula to improvements in the existing pension plan, with a high priority assigned to strengthening the seniority clauses in face of continuing layoffs. The company's Canadian work force has declined by almost 40 per cent since the 1974 peak employment year as a result of the introduction of advanced technology and the opening of subsidiary plants in other countries.

As in the previous rounds of contract talks, attention was focused on the joint negotiations conducted by the UAW on behalf of 3,550 hourly-rated and office employees at five plants in Ontario and New Brunswick. The pattern-setting settlement was reached one day after the workers walked off their jobs to back contract demands. The settlement resulted in two master agreements which were accepted May 2 in separate ratification votes by the hourly-rated employees in Belleville, Kingston, London and St. John, N.B. and by the office employees at all four Ontario locations including Bramalea. The 34-month agreements, retro-active to February 26, 1979, provided a three-step general wage increase of 95 cents per hour for hourly-rated employees, a further increase of 45-cents for tradesmen, and a non-compounded increase totalling 11.75 per cent applied against the 1978 maximums for each grade in the clerical and technical unit. Furthermore, 35 cents of the existing COLA float was incorporated into the new base rates for all occupational groups in each of the three years of the contracts. The present COLA formula with a .34 adjustment factor was continued. Other changes included compression of hourly wage schedules in three of the five plants, increased shift differentials, an additional paid holiday, reductions in the number of years qualifying for four and five weeks

of paid vacations, higher tool allowances, improved health and welfare benefits, introduction of a long term disability program and increased pension benefits. The union also gained a paid educational leave clause calling for a one cent per hour payment by the company into a union education fund.

Similar contract offers were subsequently accepted by the CWC members, including a group of Western Region installers, and the CUCW members at plants in the Montreal area. It may be expected that renewal agreements for the remaining Northern Telecom unionized employees, comprising the recently certified UAW production unit in Bramalea and the Eastern Region installers, will follow the established company-wide pattern.

Glass Workers Settlements. The 1979 round of negotiations in the Ontario glass container industry involves five major companies employing over 3,000 production workers represented by the United Glass and Ceramic Workers (UGCW) and covered by agreements due for renewal between the end of January and December. The union traditionally follows a pattern-bargaining routine, concentrating its efforts on negotiations with Domglas Inc., the largest glass container company in Canada, operating seven plants in four provinces, of which two are located in Ontario and one in Quebec. The negotiations commenced at the bottle factory in Montreal where 900 UGCW members were covered by an agreement expiring February 28, the first of the Domglas contracts due to be renegotiated this year. Following the union's rejection of a management offer for a wage increase of \$1.17 per hour over two years, the company locked out the Montreal workers on March 10. When the three-week lockout was lifted to enable further negotiations over the outstanding issues of wages, insurance benefits, vacations and retirement plans, the union responded by declaring a strike.

At the same time, 850 Domglas workers at Hamilton, under a contract expiring March 28, 1979, walked off the job over the company's refusal to negotiate pension plan improvements. The six-weeks strike ended in mid-May with the workers accepting a two-year agreement reached with the help of a mediator. The pact provided a general wage increase of 16 per cent in two equal steps, in addition to an 18-cent hourly signing bonus retroactive to March 1978. Other features included higher shift, lead hand and machine premiums, improvements in paid vacations, increased safety shoe and tool allowances and the introduction of a dental plan in January 1980. The company also agreed to lengthen pensionable service by back-dating it one year to 1965, and to increase life insurance benefits for retirees. A similar agreement was accepted two weeks later by the striking Domglas workers in Montreal.

Only one of the other Ontario glass companies involved in this year's negotiations with UGCW had concluded an agreement prior to the establishment of the industry pattern. In April, L.O.F. Glass of Canada in Collingwood and its 255 production workers signed an agreement replacing the previous one that expired

in January. The two-year contract was settled in mediation and gave the workers a general wage increase of 12 cents per hour plus 8 per cent in the first year and a further two-step increase of 6 per cent protected by a triggered COLA clause in the second year. In addition, those who worked during the final 12 months of the previous two-year agreement received a lump sum payment of \$200. Under the new terms some of the benefit improvements disallowed by the AIB in the former contract were restored, and a number of newly negotiated items were added to bring the workers' compensation benefits more in line with those paid elsewhere in the industry. Among the changes were a first time "Improved Workmanship Pay" provision and improvements in clauses relating to shift and leader premiums, paid holidays and vacations, bereavement pay, safety shoe allowances and welfare and pension benefits. /see p. 244 of the April 1979 issue of this report for details/.

At the end of May, two of the remaining four major UGCW units in the province, involving almost 1,300 production workers at Consumer Glass and Pilkington Brothers in Toronto, were at the conciliation stage of bargaining, while 620 workers at the Libbey-St. Clair plant (formerly Domglas) in Wallaceburg were engaged in direct bargaining. Their settlements, as well as the one for the Domglas unit in Bramalea, covered by a current agreement which does not expire until December 1979, will most likely match the established Domglas monetary terms, with some variations allowed to meet specific local conditions.

Teacher Settlements. Retention of a job security provision was the main issue in the 1978-79 round of bargaining between the Metropolitan Toronto School Board and six divisions of the Ontario Secondary School Teachers Federation (OSSTF), representing the largest group of teachers in the province. Teachers objections to the proposed changes in the provision eventually resulted in a split in the joint negotiations which had been conducted by the Metro Board on behalf of six boards of education in the area for the past 10 years in order to maintain uniform contract terms for the 8,500 high school teachers. The controversial tenure clause had been included in the contracts since 1975 and was continued through August 31, 1978 when the last agreement expired. It guaranteed the teachers on permanent contracts the right to a job for the life of the collective agreement except in cases of misconduct or incompetence. In addition to the elimination or modification of the tenure clause, the Board's initial proposal included a two-year renewal agreement with a 1 per cent salary increase plus a cost-of-living allowance in the first year and a further 9.45 per cent, including the accumulated COLA payments, in the second year. At that time the OSSTF was seeking a one-year contract with a salary increase of 8 per cent, a COLA provision and improved benefits. An impasse over the tenure issue caused the 2,900 North York and York Borough teachers to withdraw from the joint talks and embark on separate negotiations with the Metro Board. In the meantime Toronto Board of Education proposed to retain the existing tenure clause in a one-year contract and chose to bargain outside the umbrella of the Metro Board.

The remaining 3,635 teachers in East York, Etobicoke and Scarborough eventually accepted an improved monetary offer with a limited form of job security proposed by the Metro Board. The two-part settlement, reached in mediation and ratified in March by teachers in these three boroughs, consisted of a two-year wage and benefit agreement and a five-year "Accord on Declining Enrolment". The two-year agreement included a general salary increase of 6 per cent in each year, a lump sum COLA payable in August 1980, a 6 per cent increase in responsibility allowances and a few improvements in health and welfare benefits. The Accord, based on enrolment and attrition projections, contained a number of provisions aimed at protecting the jobs of teachers who have attained a certain level of service - a minimum of eight years in Etobicoke and three years in East York and Scarborough. If the board's projections prove incorrect and any of these teachers are declared surplus, the OSSTF has the right to terminate the Accord prematurely. /See pp. 172-173 of the March 1979 report for more details/. Similar "final" contract proposals from the Metro Board were rejected in the following months by the North York and York Borough teachers, as the offers did not reflect the specific staffing and working conditions concerns of teachers in these two areas. Under the terms of provincial legislation, the rejection gave teachers the right to call a strike vote; however, both groups decided to resume the separate negotiations.

At the end of May the Toronto Board of Education and its 2,280 high school teachers reached a new settlement, concluded in direct bargaining. The ratified agreement contained the same monetary terms accepted earlier by teachers in East York, Etobicoke and Scarborough, but provided job security to teachers with a permanent individual contract with the Toronto Board prior to August 31, 1978. In addition, the two-year contract included a plan to encourage senior teachers to retire early to enable the retention of younger teachers whose jobs are threatened by declining enrolments.

The two-year compensation settlements in the four Metro-area boards were in line with the 5 to 7 per cent increases provided in most of the remaining 108 major agreements (each involving 200 or more teachers) which were renewed for the academic year commencing September 1, 1978 in the Ontario public and separate school system. Of the 110 current agreements covering almost 87,000 elementary and secondary school teachers, 68 were settled since the 1978-79 teacher negotiations were last summarized in the September issue of this report. At the end of May only seven major bargaining situations affecting an additional 8,000 public school teachers remained unresolved. Four of these seven disputes were at the mediation stage and the remaining three were referred to arbitration.

Eleven of the 68 agreements were finalized in direct bargaining, 20 were resolved either at the fact-finder or post fact-finder stage, 36 were reached with the help of provincial mediators or in post-mediation bargaining and one was settled through arbitration. Of the 68 agreements, 47 were of a 12-month duration, whilst another 20 covered a two-year term ending

August 31, 1980. In contrast, only three of the 36 renewal agreements signed prior to last October were for a two-year term. There was also one 36-month agreement, which ended Ontario's longest-standing teacher-trustees dispute, involving 750 secondary school teachers in Windsor. Due to the protracted negotiations, the teachers, who had been without a contract since August 31, 1977, agreed to a one-year extension of the last agreement (with salaries increased by two COLA fold-ins) and accepted a new agreement covering the subsequent 1978-81 school years. /See pp. 174-175 of the March 1979 issue of this report./

Negotiated salary increases in contracts concluded during the past eight months generally remained in the 4-9 per cent range for both the 1978-79 and 1979-80 school years, with lower increases occurring mainly in agreements including cost-of-living clauses. The present escalator clauses were maintained or modified in 10 out of the 68 agreements, in four cases new provisions were negotiated and in seven contracts the existing clauses were deleted in exchange for higher direct salary increases. Furthermore, the question of inclusion of a COLA clause in the 1978/79 agreement covering Norfolk secondary school teachers was referred to arbitration. Only one of the 20 two-year agreements provided a second year re-opener.

In the area of working conditions, significant developments included modifications in tenure, surplus, redundancy, retirement, retraining and pupil-teacher ratio provisions designed to protect teachers from job loss created by declining enrolment. In several disputes the search for satisfactory solutions to these matters contributed to lengthy negotiations, and in two situations, involving smaller bargaining units covering secondary teachers in Haldimand County and Kirkland Lake, resulted in work stoppages.

Nursing Homes Settlements. The Service Employees International Union (SEIU), bargaining centrally on behalf of its various locals representing 1,740 support staff at Extendicare Ltd. and six other nursing care homes in seven Ontario cities, finalized in May a master settlement which formed a basis for renewal of several individual agreements expiring on January 31, 1979. The 26-month settlement was reached in direct bargaining and included an average wage increase of about \$1.06 per hour paid in four installments during the life of the new contracts. The agreements run through March 31, 1981 and tie into the recently concluded SEIU hospital support staff agreements by providing a common expiry date and by producing almost the same basic wage rates by October 1, 1980, the scheduled date of the fourth-stage wage increase. Elimination of wage and benefit disparities among nursing homes and hospitals across the province was one of the key issues in this year's SEIU negotiations. This goal was achieved not only by establishing wage parity but also by upgrading some of the major benefit entitlements such as paid vacation, sick leave, major medical and vision care plans, to the level provided by hospitals or other health care institutions. However, the union did not obtain the sought-after dental plan, although it was introduced earlier in many of the hospital contracts.

Terms of the Extending settlement are expected to be extended to cover other support staff units at nursing care and retirement homes across the province. Two major sets of SEIU negotiations in progress include agreements for 9 retirement homes operated by Central Park Lodges, now in conciliation, and for 5 nursing homes owned by Chesley Park Nursing Homes, recently referred to binding arbitration.

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Employer and Location	Union	Page
Agnew Lake Mines Ltd., Espanola	Steelworkers (AFL-CIO/CLC)	297
The Arrow Co. (subsidiary of Cluett, Peabody & Co. of Canada Ltd.), Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	283
Canadian National Railway Co. and Canadian Pacific Ltd., system-wide	Locomotive Engineers (Ind.)	299
Christie, Brown and Co., Ltd. (Biscuit Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	279
C.P. Clare, Div. of General Instrument of Canada Ltd.	Electrical Workers (UE) (CLC)	288
Crothers Ltd., Toronto	Auto Workers (CLC)	301
Domglas Inc., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	296
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	302
Extendicare Ltd. and six other nursing care homes	Service Employees (AFL-CIO/CLC) (non-medical full-time empls.)	308
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FOOD AND BEVERAGE

Tend-R-Fresh Plant, United Co-operatives of Ontario at Petersburg - Local P1116,
Foodworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1979 to March 31, 1982, covering 225 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General	66¢	68¢	68¢
	Increases			
	Group One	\$5.59-\$6.14	\$6.27-\$6.82	\$6.95-\$7.50
	(includes Packer)	(\$4.93-\$5.48)		
	Maintenance	\$6.34-\$7.04	\$7.02-\$7.72	\$7.70-\$8.40
	Mechanic	(\$5.68-\$6.38)		

Probationary period is 90 calendar days. Maximum rates are reached at end of probationary period.

Health and Welfare: OHIP - Employer pays 100% of current premium. (Previously, 100% of premium at time of ratification.)

Meal Allowance: \$3.50 (\$3.00) for truck drivers.

Safety Shoe Allowance: Maximum of \$23 (\$20) for safety leather boots and maximum of \$25 (\$20) for freezer boots. Maximum of \$13 (\$12) for safety rubber boots.

Christie, Brown and Company Ltd. (Biscuit Division) at Toronto - Local 426,
Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 545 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 13/79</u>	<u>May 4/80</u>
	General Increases	55¢	55¢
	Service Helper	\$7.25 (\$6.70)	\$7.80
	Baker	\$7.46 (\$6.91)	\$8.01

Rates shown above in brackets for the previous agreement represent the original amounts negotiated. A ruling by the Anti-Inflation Board to reduce the amounts in the second year by 14¢ was rescinded when the AIB program was terminated.

Night Work Premium: Effective upon ratification, 22¢ (21¢) for each hour worked between 5 p.m. and 6 a.m. Effective May 4, 1980, 23¢ per hour.

Paid Holidays: 1 floating day is added in 1980 for a total of 12 days.

Paid Vacation: Effective in 1979, 4 weeks after 14 (15) years' service and 5 weeks after 23 (24) years. Effective in 1980, 5 weeks after 22 years.

Health and Welfare: Life Insurance - \$7,000 coverage. (Previously, most employees had \$4,000 coverage; some had \$2,500.)

Life Insurance for Retirees - \$1,600 coverage for all retirees with 20 years of service. (Previously, amounts varied to a maximum of \$1,600.)

OHIP - The employer continues to pay 100% of the prevailing premium rates.

Added Hospitalization Coverage

Semi-Private - Maximum \$13.50 (\$12.25) per day for 180 (60) days.

Private - Double the semi-private allowance.

Out-of-Country - Maximum \$50 per day for 180 days for a semi-private or a private room (new).

Permanent Disability - \$5,000. (Previously amounts varied.)

Severance Pay: Eligibility Requirement - 6 months (2 years) of service.

Benefits - Generally the length of service for corresponding pay entitlement has been shortened. Maximum entitlement 10 (7) weeks' pay.

Safety Shoe Allowance: Effective January 1, 1980, maximum increases to \$20 (\$18) per year.

Interbake Foods Ltd. (McCormick's Division)* at London - Local 242, Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1979 to February 13, 1981, covering 750 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

*Previously McCormick's Limited.

AIB Rollback/Previous Agreement: A 6% increase scheduled for 1978 was reduced to 3.6% and improvements in shift premium, holidays, vacations and insurance benefits were cancelled.

Wages:	Effective	Feb. 14/79	Feb. 14/80
General Increases		55¢	45¢
Adjustments (Groups 8, 9 and 10)		50¢	25¢
Group 3 (includes Janitor)		\$5.95-\$6.17 (\$5.40-\$5.62)	\$6.40-\$6.62
Group 9 (includes Electrician)		\$8.41 (\$7.36)	\$9.11

Shift Premium: Effective upon ratification, 0-18¢-23¢ (0-16¢-21¢). Effective February 14, 1980, 0-20¢-25¢.

Paid Holidays: 1 floating day is added between Christmas and New Year's for a total of 12 days.

Paid Vacation: Effective in 1979, 4 weeks after 14 (15) years' service and 5 weeks after 23 (25) years. Effective in 1980, 4 weeks after 13 years, 5 weeks after 21 years and 6 weeks (new) after 30 years.

Health and Welfare: Weekly Indemnity - Effective upon ratification, \$130 (\$110) maximum. Effective February 14, 1980, \$140 maximum.

Prescription Safety Lenses: Employer pays 75% (50%) of costs.

Safety Shoe Allowance: Effective in 1979, \$17.50 (\$15) per year. Effective in 1980, \$20.

Hershey Chocolate of Canada at Smiths Falls - Local 461, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 20-month renewal agreement effective from May 31, 1979 to January 31, 1981, covering 200 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages: Full retroactivity for regular hours worked between February 1, 1979 and April 30, 1979 for employees who returned to work when called for 1 week.

Effective	May 31/79	Feb. 3/80
General Increases	48¢	45¢
Skilled Trades Adjustment	10¢	
Class 2 (includes General Labour)	\$5.01 (\$4.53)	\$5.46
Tradesman A	\$6.36 (\$5.78)	\$6.81

Shift Premium: 0-22¢-22¢ (0-20¢-20¢). Effective February 3, 1980, 0-24¢-24¢.

Lead Hand Premium: 20¢ (18¢) per hour.

Sunday Premium: Effective May 31, 1979, 90¢ (75¢) per hour. Effective February 3, 1980, \$1.00 per hour.

Paid Holidays: Effective in 1980, 1 day, determined by the employer or proclaimed by Government, is added for a total of 11 days.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks (new) after 14 years. Effective in 1980, 4 weeks after 13 years.

Health and Welfare: Life Insurance - \$8,000 (\$6,500) coverage. Effective February 3, 1980, \$10,000.

Long Term Disability Plan (new) - Effective January 1, 1980, employer pays 100% of the cost of premiums for a plan with benefits of \$250 per month. Qualifying period is 30 weeks.

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule. Effective February 1, 1980, the 1979 O.D.A. fee schedule.

Slack Allowance: \$13 (\$10) per pair. Effective February 3, 1980, \$14.

Safety Shoe Allowance: \$32.95 (\$30) per pair. Effective February 3, 1980, \$34.95.

Tool Allowance (new): \$40 per year for tradesmen.

Lancia-Bravo Foods at Toronto - Local P530-2, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 18, 1979 to January 17, 1981, covering 270 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 18/79</u>	<u>July 18/79</u>
	General Increases	60¢	10¢
	Light Packer	\$4.76 (\$4.16)	\$4.86
	Licensed Mechanic	\$7.62 (\$7.02)	\$7.72
	Effective	<u>Jan. 18/80</u>	<u>July 18/80</u>
	General Increases	60¢	10¢
	Light Packer	\$5.46	\$5.56
	Licensed Mechanic	\$8.32	\$8.42

Shift Premium: 0-20¢-24¢ (0-18¢-22¢).

Paid Holidays: Effective in 1979, $\frac{1}{2}$ day on Christmas Eve is added for a total of 10 $\frac{1}{2}$ days.

Paid Vacation: 3 weeks after 7 (8) years' service. Effective in 1980, 4 weeks after 12 (15) years and 5 weeks after 20 (25) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 27, 1979, \$10,000 (\$6,000) coverage.

Weekly Indemnity Plan - Effective May 27, 1979, maximum benefit increases to \$177 (\$160) per week, payable on a 1-1-4-26 (1-1-4-20) basis.

Major Medical Plan - \$25 deductible for drugs is eliminated.

Dental Plan (new) - Effective May 27, 1979, employer pays 100% of the cost of premiums for a plan with 50%/50% co-insurance and \$25/\$50 deductible. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$5.00 (\$3.50) per month per year of service, with a minimum of \$100 (new) for people with 13 years of service or more.

Cleaning Allowance: \$1.10 (85¢) per week for the laundering of uniforms. Effective January 18, 1980, \$1.15 per week.

Safety Shoe Allowance: \$22 (\$18) per pair per year.

Nestle (Canada) Limited at Chesterville - Local 488, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1979 to January 31, 1981, covering 300 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>
General Increases		12%	10%
Skilled Trades Adjustment		15¢	10¢
Additional Adjustments		10¢ for some top Operators	5¢ for some top Operators
General Labour		\$6.31 (\$5.63)	\$6.94
Engineer - 3rd Class		\$7.16 (\$6.26)	\$7.98

Previous rates reflect a decision by the Anti-Inflation Board.

Cost of Living Allowance (new): Effective February 1980, 1¢ per 0.5 increase in the Consumer Price Index - 1971=100 after a 5% increase above the January 1980 CPI. Payable quarterly. Capped at 25¢.

Shift Premium: 0-30¢-30¢ (0-24¢-24¢). Effective February 1, 1980, 0-32¢-32¢.

Call-Back Pay: Minimum of 3 (2) hours at time and one-half.

Overtime Pay: Double time (time and one-half) on Sunday.

Paid Vacation: 3 weeks after 6 (7) years and 4 weeks after 13 (15) years. Effective February 1, 1980, 3 weeks after 5 years and 4 weeks after 12 years.

Bereavement Leave: 3 (1) days' paid leave upon death of mother-in-law and father-in-law. 1 day's paid leave (new) upon death of brother-in-law and sister-in-law.

Health and Welfare: Weekly Indemnity - Benefits increase to \$140 (\$120) per week payable on a 1-7-52 basis. Effective February 1, 1980, benefits increase to 60% of weekly earnings to UIC maximum.

Dental Plan - Rider 1 is added to Blue Cross Dental Plan No. 7.

CLOTHING

The Arrow Company (subsidiary of Cluett, Peabody & Co. of Canada Ltd.) at Hamilton and Kitchener - Locals 303 and 521, Clothing and Textile Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 4, 1979 to March 31, 1981, covering 850 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 4/79</u>	<u>Jan. 1/80</u>	<u>Mar. 31/80</u>	<u>Sept. 29/80</u>
Increases*					
<u>Pieceworkers</u>		28¢		20¢	5¢
<u>Time Workers</u>					
Skilled		35¢	10¢	20¢	15¢
Non-Skilled	25¢ average		10¢	20¢	10¢

	<u>June 4/79</u>	<u>Jan. 1/80</u>	<u>Mar. 31/80</u>	<u>Sept. 29/80</u>
Adjustments (Mechanics)	Inequity Adjustment	10¢		
<u>Time Worker Rates</u>				
Swatcher, Cat. 1 (after 1 year)	\$3.65 (\$3.40)	\$3.75	\$3.95	\$4.05
Mechanic, Cat. 8 (after 2 years)	\$7.20 (\$6.79)	\$7.40	\$7.60	\$7.75
Senior Mechanic (previously Tech. I)	\$7.70 (\$7.09)	\$7.90	\$8.10	\$8.25

*All increases are across the board except where noted.

Retroactive Pay: 28¢ per hour for all hours worked between April 1, 1979 and June 4, 1979.

Paid Holiday: Boxing Day is added for a total of 11 days.

Paid Vacation: Effective January 1, 1980, 6 weeks after 35 (40) years. Effective January 1, 1981, 4 weeks after 14 (15) years.

Health and Welfare: Life Insurance - \$4,000 (\$2,000 single; \$4,000 married) coverage.

OHIP - The employer will pay 100% of premium rates in effect up to October 1, 1979 (September 30, 1977). Increases after that date will be evenly shared with the employee as in the past.

Weekly Indemnity - Agreement in principle for a new U.I.C. integrated plan to be implemented October 1, 1979. Coverage for 26 weeks at the U.I.C. benefit levels. (Previous coverage for employees hired after January 1, 1973 was \$35 per week for 13 weeks.)

Drug Plan (new) - Employer pays 100% of cost of premiums.

John Forsyth Company Ltd. at Kitchener and Waterloo - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 675 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:

Effective	<u>Apr. 1/79</u>	<u>Jan. 1/80</u>	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
General Increases (Pieceworker & Time Workers)	28¢		20¢	5¢
Classification Adjustments	*	*	*	*

	<u>Apr. 1/79</u>	<u>Jan. 1/80</u>	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>
<u>Time Worker Rate</u>				
Group 1 (includes Utility Operator 1) (after 1 year)	\$3.74 (\$3.46)	\$3.74	\$3.94	\$3.95
4th Class Engineer & Sweeper	\$4.70-\$5.85 (\$4.35-\$5.50)	\$4.70-\$5.85	\$5.00-\$6.15	\$5.05-\$6.20
Sewing Machine Mechanic (after 2 years)	\$7.70 (\$7.09)	\$7.90	\$8.10	\$8.25

*A few classifications, primarily in maintenance and shipping, received various upward adjustments. Examples: Sewing Machine Mechanic - 33¢ April 1, 1979, 20¢ January 1, 1980, 10¢ October 1, 1980. 4th Class Engineer - 7¢ April 1, 1979, 10¢ April 1, 1980.

Other Provisions: Changes for holidays, vacations, OHIP, life insurance and drug coverage are similar to those reported for the Arrow settlement. There is no change in the weekly indemnity plan at John Forsyth.

FURNITURE AND FIXTURE

Sklar Furniture Ltd. at Whitby - Local 50, Upholsterers (AFL-CIO/CLC) (hourly employees): A 21½-month renewal agreement effective from May 18, 1979 to February 28, 1981, covering 620 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Sept. 1/80</u>
General Increases	40¢		30¢	10¢
Training Rate	\$4.54 (\$4.14)		\$4.84	\$4.94
Maintenance Product Engineer	\$6.75 (\$6.35)		\$7.05	\$7.15

Cost of Living Allowance: 30¢ COLA generated under the 1974-76 agreement will continue to float throughout this agreement.

1¢ for each 0.5 point change in the Consumer Price Index - 1971=100, calculated quarterly and capped at 10¢ in each year of the agreement. Triggered each year at 2%. (Provision was inoperative in the previous 3 agreements. Basic formula is unchanged.)

Shift Premium: 20¢ (17¢) per hour for any shift, commencing after 12 o'clock noon.

Paid Vacation: 4 weeks after 15 (18) years' service and 5 weeks (new) after 22 years.

Health and Welfare: Dental Plan - Effective June 1, 1979, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective March 1, 1980, \$4.50 (\$4) per month per year of service.

PAPER AND ALLIED

Hilroy Limited at Toronto - Local 1144, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
	General	9%	7%
	Increases		
	General	\$5.46-\$5.66	\$5.84-\$6.06
	Help	(\$5.01-\$5.19)	
	Electrician -	\$9.11	\$9.75
	Electronics	(\$8.26)	

Previous rates reflect a decision by the Anti-Inflation Board.

Probationary period is 320 hours worked. Maximum rate for General Help is reached after 3 months.

Shift Premium: 0-30¢-35¢ (0-30¢-30¢).

Paid Vacation: 4 weeks after 12 (15) years and 5 years after 22 (25) years.

Health and Welfare: Life Insurance - \$13,000 (\$12,000).

Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$200 (\$160) per week, payable on a 1-4-26.

Dental Plan - Effective June 15, 1979, employer pays 100% of cost of premiums of new basic dental plan.

PRIMARY METAL

Webster Mfg. (London) Limited at London - Local 49, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8, 1979 to May 7, 1982, covering 392 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 8/79</u>	<u>May 8/80</u>	<u>May 8/81</u>
	Average	62¢	32¢	34¢
	Increases			
	COLA Fold-in	50¢		
	Class 2	\$5.95	\$6.24	\$6.55
	(includes Machine Operator)	(\$4.93)		
	Class 9	\$9.16	\$9.61	\$10.08
	(includes Master Tool, Die and Moldmaker)	(\$7.67)		

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance:	1¢ for each 0.4 increase in the Consumer Price Index - 1971=100. Adjusted monthly. (Previously, quarterly adjustments of 1¢ for each 0.45 increase in the CPI.)
Shift Premium:	5% added to wages of employees working afternoon or evening shift (previously 0-20¢-20¢).
Paid Holidays:	1 floating day to be added for a total of 14 days.
Paid Vacation:	4 weeks after 10 (15) years' service and 5 weeks (new) after 20 years.
Vacation Pay:	6% after 5 years' service (unchanged), 7% (new) after 8 years, 8% after 10 (15) years, 9% after 15 (20) years and, 10% (new) after 20 years.
Paid Education Leave (new):	1¢ per hour per employee.
Health and Welfare:	<u>Dental Plan</u> - Effective June 1, 1979, employer pays 100% of cost of premiums of new basic dental plan with a one year waiting period.
Prescription Safety Glasses:	\$15 (\$7.50).
Safety Shoe Allowance:	Maximum of \$40 (\$30) annually.

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from February 3, 1979 to February 1, 1981, covering 440 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 3/79</u>	<u>Feb. 1/80</u>
General Increases		45¢	49¢
COLA Fold-in		45¢	
Job Class Increments		17¢ (15¢)	18¢
Labourer (Class 2)		\$5.96 (\$5.04)	\$6.46
Tool Maintenance (Class 17)		\$8.51 (\$7.29)	\$9.16

Cost of Living Allowance: 45¢ COLA float generated under the 1974-1977 agreement is folded into wages on February 3, 1979.

1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100, using September 1979 as the base Index month. To be adjusted quarterly. Triggered at 7%. Capped at 10¢. (Previously, provision was inoperative.)

Shift Premium: 0-25¢-31¢ (0-22¢-27¢). Effective February 1, 1980, 0-28¢-35¢.

Paid Vacation: 3 weeks after 5 (6) years' service. Effective February 1, 1980, 4 weeks after 14 (15) years and 5 weeks after 23 (25) years.

Bereavement Leave: Legal guardian is added for 3 days' paid leave. Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Employer pays 100% of the cost of all premiums as of May 1, 1979, including the cost of the OHIP increase scheduled for October 1, 1979 and, 66 2/3% (50%) of any future increases. Effective February 1, 1980, employer pays 75% of any future increases in premiums.

Life Insurance - \$11,000 (\$10,000) coverage for married employees. Effective February 1, 1980, \$12,000.

Life Insurance for Retirees - \$1,500 (\$1,000) coverage.

Weekly Indemnity Plan - Maximum benefit increases to \$159 (\$135) per week.

Union Welfare Fund (new): Employer pays 100% of the cost of premiums for Preventive Care Plan #7. Payments are based on the 1979 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$8 (\$7.50) per month per year of service. Effective January 1, 1980, \$9.

Past Service Benefit - Maximum benefit is 22 (20) years for credited service earned after attaining age 43 (45) prior to January 1, 1969.

Meal Allowance: \$2 (\$1.50) after 2 hours of unscheduled overtime.

Safety Shoe Allowance: \$25 (\$16) per year.

MACHINERY

C.P. Clare, Division of General Instrument of Canada Ltd. at Toronto - Local 518, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 245 employees, settled at the post mediation bargaining stage. Duration of negotiations - 2½ weeks.

Wages: Full retroactivity to March 1, 1979 for all employees on the pay-roll at date of ratification.

Effective	<u>May 4/79</u>	<u>Mar. 1/80</u>	<u>Sept. 1/80</u>
General Increases	35¢	25¢	10¢
Additional Adjustment	5¢ for Grades 3-12		
Grade 1 (includes General Assembler Level A)	\$3.77-\$3.87 (\$3.42-\$3.52)	\$4.02-\$4.12	\$4.12-\$4.22

	<u>May 4/79</u>	<u>Mar. 1/80</u>	<u>Sept. 1/80</u>
Grade 10 (includes Head Shipper)	\$5.36-\$5.51 (\$4.96-\$5.11)	\$5.61-\$5.76	\$5.71-\$5.86
Grade 12 (includes Set-up/ Supervisor - Cable Finish)	\$6.14-\$6.30 (\$5.74-\$5.90)	\$6.39-\$6.55	\$6.49-\$6.65

Maximum rate for General Assembler Level A is reached upon completion of the 3-month probationary period and, for Head Shipper and **Set-up Supervisor** - Cable Finish after two 3-month increases.

Paid Holidays: 1 floating day is added for a total of 11 days.

Paid Vacation: 3 weeks after 6 (7) years' service. Effective March 1, 1980, 4 weeks after 19 (20) years.

Health and Welfare: Life Insurance and A.D. & D. - \$6,000 (\$5,000) coverage.

Weekly Indemnity - Benefit increases to \$60 (\$50) per week. Effective March 1, 1980, \$70.

OHIP - Employer pays 60% (unchanged) of present premium and 60% (new) of future premiums.

Howden Parsons Limited at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 13, 1979 to January 12, 1982, covering 265 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 13/79</u>	<u>Jan. 13/80</u>	<u>Jan. 13/81</u>
General Increases		10%	8%	8%
General Labourer		\$6.35 (\$5.77)	\$6.86	\$7.41
Maintenance (Elec. & Gen.)		\$8.56 (\$7.78)	\$9.24	\$9.98

Cost of Living Allowance: Effective January 1, 1980 and January 1, 1981, 1% for each 1% rise in the Consumer Price Index for Toronto - 1971=100. Triggered at 8%. Capped at 10%. (Previous provision was suspended.)

Welders Premium: 30¢ (20¢) per hour.

Paid Holidays: By utilizing existing holidays and by adding additional days if necessary, a Christmas shutdown period will be observed each year. Total number of holidays during this agreement will be 39½.

Paid Vacation: Effective January 1, 1980, 4 weeks after 15 (16) years' service.

Health and Welfare: Life Insurance - Effective January 1, 1981, \$15,000 (\$10,000) coverage.

Weekly Indemnity Plan - Effective June 1, 1979, benefit is \$130 (\$100) per week. Effective January 1, 1980, \$150 per week. Effective January 1, 1981, benefit increases by the dollar value that the 1981 UIC maximum exceeds the 1980 UIC maximum.

Dental Plan (new) - Effective June 1, 1979, employer pays 100% of cost of premiums. Payments are based on the 1979 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1980, \$7.50 (\$6.50) per month per year of past and current service and for current retirees. Effective January 1, 1981, \$8.50.

Meal Allowance: \$2.25 (\$1.75) for employees requested to work overtime without 24 hours' notice.

Standard - Modern Tool Company Limited at Toronto - Local 3252, Steelworkers (AFL-CIO/CLC): A 27-month renewal agreement effective from January 1, 1979 to March 31, 1981, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Lump sum payment of \$500 for all employees on payroll as of date of ratification - May 16, 1979 - plus 45¢ per hour on all hours worked from January 1, 1979 to March 31, 1979.

Effective	<u>Apr. 1/79</u>	<u>July 2/79 and</u> <u>Quarterly there-</u> <u>after*</u>
General Increases	27¢	12¢
Labourer	\$7.10 (\$6.83)	
Tool Die & Mould Maker	\$9.12 (\$8.85)	

*12¢ per hour increases will become effective July 2, 1979, October 1, 1979, December 31, 1979, March 31, 1980, June 30, 1980, September 29, 1980 and December 29, 1980. Due to CWS implementation indicated below, final wage rates are not yet available.

CWS Implementation - Effective March 31, 1980, a 45¢ average increase for the implementation of a Co-operative Wage Study Programme (CWS).

Cost of Living Allowance: 1¢ for each 0.3 point increase in the Consumer Price Index - 1971 (1961) = 100. Payable quarterly. Triggered at 12¢ per quarter.

Shift Premium: 0-6%-7% (0-5%-7%) of employees' paid rate.

Paid Vacation: Effective January 1, 1980, 4 weeks after 11 (12) years, 5 weeks after 18 (20) years.

Health and Welfare: Dental Plan - Coverage based on 1979 (1977) Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1979, \$7.00 (\$5.00) per month per year of service. Effective January 1, 1980, \$8.00

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Tilbury - Local 1941, Auto Workers (CLC):

A 36-month renewal agreement effective from June 4, 1979 to June 3, 1982, covering 276 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 28/79	June 4/80	June 4/81
	General	70¢	35¢	30¢
	Increases			
	COLA Fold-in	\$1.20		
	Skilled Trades Adjustment	50¢	15¢	25¢
	Class 1 (includes Labourer)	\$8.07 (\$6.17)	\$8.42	\$8.72
	Class 7 (includes Maintenance, General)	\$9.54 (\$7.14)	\$10.04	\$10.59

Progression has been eliminated from wage rates. (Previously, probationary employees started at 30¢ less than maximum. Maximum was reached after 135 worked days.)

Cost of Living Allowance: 6¢ of the allowance generated under the previous agreement will continue to float. 1¢ per 0.35 increase in the Consumer Price Index - 1971=100, payable quarterly. (1¢ per 0.35 increase in the CPI - 1961=100.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 2 weeks at 4% after 1 year, 2½ weeks at 5% after 3 years, 3½ weeks at 7% after 5 years and 4 weeks at 8% after 10 years. (Previously, 3 weeks at 6% after 5 years and 4 weeks at 8% after 12 years.)

Paid Absence Allowance (new): 2 paid personal holidays. Effective June 4, 1980, 2 additional days are added for a total of 4 paid personal holidays.

Bereavement Leave: Grandchildren and grandparents are added for up to 3 (1) days' paid leave to attend funeral. Brother-in-law and sister-in-law are added to 1 day's leave to attend funeral.

Paid Educational Leave (new): 1¢ per hour for all hours worked.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$9,000). Effective June 4, 1980, \$13,000. Effective June 4, 1981, \$15,000.

Dependent Life Insurance - Employer pays 100% of cost of premiums to provide coverage of \$5,000 for spouse and \$2,000 per child (new).

Weekly Indemnity - Benefits increase to \$195 per week payable on a 1-1-8-52 basis. (Previously, 66 2/3 of earnings to UIC maximum.)

Extended Health Care - Employer pays 100% of cost of premiums for Green Shield "U" plan.

Supplemental Unemployment Benefit Plan: Employer contributes 8¢ per employee per hour to new plan. Maximum funding of \$400.

Pension Plan: \$8.50 (\$7.50) per month per year of service. Effective June 4, 1980, \$9.25. Effective June 4, 1981, \$10.00.

Safety Shoe Allowance: \$35 annually (new).

ELECTRICAL PRODUCTS

Northern Telecom Canada Ltd. at Belleville, Kingston and London, Ont. and Saint John, N.B. - Various locals, Auto Workers (CLC) (hourly-rated employees): A 34-month renewal agreement effective from May 2, 1979 to February 25, 1982, covering 2,400 employees, settled after a work stoppage. Duration of negotiations - 7 months.

Wages:

Effective	<u>Feb. 26/79</u>	<u>May 7/79</u>	<u>Feb. 25/80</u>	<u>Feb. 23/81</u>
COLA Fold-in		35¢	35¢	35¢
General Increases	40¢		30¢	25¢
Adjustments (Journeyman & Apprentices)		20¢	15¢	10¢
<u>London Plant*</u>				
Grade 22 (includes Assembly Worker)	\$6.37-\$6.44 (\$5.97-\$6.04)	\$6.72-\$6.79	\$7.37-\$7.44	\$7.97-\$8.04
Grade 28 (includes Set-up Man)	\$7.26-\$7.37 (\$6.86-\$6.97)	\$7.61-\$7.72	\$8.26-\$8.37	\$8.86-\$8.97
Group 3 Skilled Trades (includes Tool & Die Maker)	\$8.09-\$8.32 (\$7.69-\$7.92)	\$8.64-\$8.87	\$9.44-\$9.67	\$10.14-\$10.37
Group 1 Skilled Trades (includes Electronic Technician)	\$8.17-\$8.41 (\$7.77-\$8.01)	\$8.72-\$8.96	\$9.52-\$9.76	\$10.22-\$10.46

*Rate schedules at the London plant are higher than the other plants except for Belleville where the non-skilled classifications range up to Grade 30. There are no skilled trades classifications at Saint John.

Wage Progression Schedules: Compressed from 9 months to 6 months at Belleville, Kingston and Saint John.

Cost of Living Allowance: \$1.09 COLA was in effect at the conclusion of the previous agreement. 35¢ of this will be incorporated into the wage structure on each date of the general increase, leaving a float of 4¢.

Using February 1979 as the base, 1¢ for each 0.34 point change in the Consumer Price Index - 1971=100, between the base and the termination of each quarterly period thereafter until February 1982. (Previously, 1¢ per 0.4 change in the first year, 0.375 in the second year and 0.34 in the third year.)

Off-Shift 0-30¢-30¢ (0-23¢-26¢).
Premium:

7-day Operation 30¢ (20¢) per hour. May be "stacked" with applicable off-shift
Premium/
Kingston: differentials.

Paid Holidays: 1 additional day is added for a total of 14 days. In the first
2 years of the agreement, the new day will be observed as part of
the Christmas shutdown. For the third year, it will be observed
as Heritage Day.

Paid Vacation: Effective in 1979, 4 weeks after 12 (13) years' service and 5
weeks after 21 (22) years. Effective in 1980, 4 weeks after 11
years and 5 weeks after 20 years. Effective in 1981, 4 weeks
after 10 years and 5 weeks after 19 years.

Paid Education Funded by the employer at the rate of 1¢ per compensated hour.
Leave (new):

Health and Life Insurance - \$9,000 (\$7,000) coverage employer-paid.
Welfare: Optional additional coverage of up to \$30,000 (\$20,000) employee-
paid, on an age related basis. Maximum 50¢ per \$1,000.

OHIP (Ontario plants) - In the event the Ontario Government
changes to general revenue funding, the utilization and
disbursement of monies saved from former premiums paid will be
negotiated.

Long Term Disability (new) - For employees with 5 or more years'
seniority, benefits are grade related and range from maximum
\$600 to \$750 per month less any applicable statutory benefits.
Employees with service of 3 months to 5 years are entitled to
\$200 per month benefit.

At age 65, L.T.D. benefits are replaced by normal service related
pension benefits, based on all past service including the period
while on L.T.D. (Replaces Disability Pension Plan which required
10 years' seniority for eligibility.)

Dental Plan - Coverage for prosthetic services added to basic
plan. Effective July 1, 1979, payments are based on the 1978
(1975) applicable Dental Association fee schedule. Effective
July 1, 1980, the 1979 fee schedules.

Survivor Transition Benefit (new) - Grade-related benefits range
from \$275 to \$350 per month to maximum 60 months. In addition,
OHIP premiums are covered. A dependent beneficiary of an
employee who died while on the job receives a lump sum payment
ranging from \$14,500 to \$18,500. (This plan replaces the
previous Death Benefit Plan which provided a lump sum payment
equal to the employee's annual salary if he died at home.
Company policy provided for double indemnity if the employee died
while physically on the job.)

Retirement Transition Benefit - Grade-related benefits range from
\$10 to \$13 per month per year of service. Duration of payments
are service related, ranging from 10 months for 15 years of
service to 44 months for 39 or 40 years of service. Should the
retiree die, benefits will be continued to the survivor.
(Variations of this Plan were previously effected through Company
policy.)

Pension Plan: Basic Monthly Benefits Per Year of Service - Grade-related benefits ranging from \$12 to \$16 (\$9.50 to \$13.50) apply starting January 1, 1980 for all eligible employees retiring in 1979 or after.

Early Retirement Supplement - \$7.50 (\$7) per month per year of service to a maximum of \$225 (\$175). New rates apply starting January 1, 1980 for all eligible employees retiring in 1979 or after.

Joint Survivor Option - Eligible spouse of employee who has elected this option will receive 50% (33%) of the reduced pension. If an active employee, who is eligible by seniority and service, dies without having made this election, a new presumptive clause will invoke the benefits for the spouse.

Tool Allowance: Total of \$200 (\$150) for apprentices.

Metric Tool Allowance (new): \$100 in the first year of the agreement for skilled trades employees.

Northern Telecom Canada Ltd. at Belleville, Bramalea, Kingston and London - Various locals, Auto Workers (CLC) (office employees): A 34-month renewal agreement effective from May 2, 1979 to February 25, 1982, covering 1,150 employees, settled after a work stoppage. Duration of negotiations - 7 months.

This agreement was negotiated jointly with the hourly-rated employees' agreement. Where provisions are similar, reference will be made to that agreement.

Wages:

Effective	<u>Feb. 26/79</u>	<u>May 2/79</u>
COLA Fold-in		35¢ per hour
Increases	5%	
	(Applied against the 1978 maximums for each grade)	

Monthly Rates

Clerical Unit

Grade 53 (includes File Clerk)	\$772.82-\$883.87 (\$730.55-\$841.60)	\$829.70-\$940.75
Grade 63 (includes Senior Clerk)	\$1,453.42-\$1,660.82 (\$1,374.15-\$1,581.55)	\$1,510.30-\$1,717.70

Technical Unit

Lowest Level	\$1,150.17-\$1,328.32 (\$1,086.70-\$1,264.85)	\$1,207.05-\$1,385.20
Highest Level	\$1,840.12-\$2,074.17 (\$1,741.15-\$1,975.20)	\$1,897.00-\$2,131.05

Effective	<u>Feb. 25/80</u>	<u>Feb. 23/81</u>
COLA Fold-in	35¢ per hour	35¢ per hour
Increases	3.5%	3.25%
	(Applied against the 1978 maximums for each grade)	

Monthly Rates

Clerical Unit

Grade 53 (includes File Clerk)	\$916.25-\$1,027.30	\$1,000.65-\$1,111.70
Grade 63 (includes Senior Clerk)	\$1,627.75-\$1,830.15	\$1,731.20-\$1,938.60

Feb. 25/80

Feb. 23/81

Technical Unit

Lowest Level	\$1,308.40-\$1,486.55	\$1,406.60-\$1,584.75
Highest Level	\$2,023.20-\$2,257.25	\$2,144.50-\$2,378.55

Monthly rates are based on 37½ hours per week (unchanged).

Cost of Living Allowance:	Similar to hourly employees except the period for calculations begins and ends 1 month earlier and the total allowance at the end of the previous agreement was \$1.07.
Off-Shift Premium:	\$2.30 (\$2) per shift for scheduled hours beginning at or after 3 p.m.
Paid Holidays:	Similar to hourly employees.
Paid Vacations:	Similar to hourly employees.
Health and Welfare:	<u>OHIP, Life Insurance and Dental Plan</u> - Similar to hourly employees. <u>Long Term Disability</u> - Similar to hourly employees except maximum monthly benefits range from \$600 to \$900. <u>Survivor Transition Benefit</u> - Similar to hourly employees except benefits range from \$275 to \$425 per month and lump sum payments range from \$14,500 to \$21,500. <u>Retirement Transition Benefit</u> - Similar to hourly employees except benefits range from \$10 to \$16 per month per year of service.
Pension Plan:	<u>Basic Monthly Benefits Per Year of Service</u> - Similar to hourly employees except benefits range from \$12 (\$9.50) to \$19 (a new grade related step). <u>Early Retirement Supplement, Disability Pension and Joint Survivorship Option</u> - Similar to hourly employees.

NON-METALLIC MINERAL PRODUCTS

Domglas Inc. at Hamilton - Local 203, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1979 to March 28, 1981, covering 850 employees, settled with mediation assistance after a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 29/79</u>	<u>Mar. 29/80</u>
	General Increases	.18¢ plus 8%	8%
	General Labourer	\$6.96 (\$6.26)	\$7.52
	Electrician	\$8.07 (\$7.29)	\$8.72
Signing Bonus:	18¢ per hour for all hours worked from March 29, 1978 to March 28, 1979.		
Shift Premium:	0-15¢-23¢ (0-14¢-20¢).		
Lead Hand Premium:	20¢ (15¢) per hour.		
Machine Premiums:	5¢-30¢ (0-24¢).		
Paid Vacation:	4 weeks after 14 (15) years' service and 6 weeks (new) after 30 years.		
Health and Welfare:	<u>Life Insurance for Retirees</u> - \$2,000 (\$1,000) coverage.		
	<u>Dental Plan (new)</u> - Coverage for basic services will be introduced March 29, 1980. Employer pays a maximum of 6½¢ per hour, average cost.		
Pension Plan:	Service has been back-dated 1 year from 1966 to 1965.		
Safety Shoe Allowance:	Maximum \$20 (\$17.50) per pair up to 3 times per year, depending on work area.		
Tool Allowance:	\$65 (\$50) per year for tools with a total value of \$175 (\$150) or more.		

MISCELLANEOUS MANUFACTURING

Robertshaw Controls (Canada) Limited at Toronto - Local 512, Electrical Workers (UE) (CLC): A 23-month renewal agreement effective from May 31, 1979 to April 30, 1981, covering 315 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>June 1/79</u>	<u>Jan. 1/80</u>
	Increases	Group A&B - 35¢; Group C - 9%	10¢	Group A&B - 35¢; Group C - 7% non-com- pounded

	<u>Jan. 1/79</u>	<u>June 1/79</u>	<u>Jan. 1/80</u>
Group A (includes Assembly II)	\$4.41-\$4.66 (\$4.06-\$4.31)	\$4.51-\$4.76	\$4.86-\$5.11
Group C (includes Tool and Die Maker I)	\$8.22-\$8.45 (\$7.54-\$7.74)	\$8.32-\$8.55	\$8.85-\$9.09

Probationary period is 40 working days. Maximum rates are reached after 6 months.

Cost of Living Allowance (new): Effective December 1979, 1¢ per 0.4 point rise in the Consumer price Index - 1971=100. Payable quarterly. Capped at 10¢ per quarter to a maximum of 20¢ per calendar year.

Shift Premium: 0-20¢-20¢ (0-18¢-18¢). Effective May 31, 1980, 0-22¢-22¢.

Paid Holidays: Effective in 1980, one floating day is added for a total of 12. Effective in 1981, Heritage Day is added.

Paid Vacation: 5 weeks (new) after 25 years. Effective in 1980, 4 weeks after 14 (15) years.

Health and Welfare: Life Insurance - Effective June 1979, \$8,000 (\$6,000) coverage.

Weekly Indemnity - Benefit increases to 60% of weekly earnings to a maximum of \$160 per week, payable for 26 weeks. (Previously benefit of \$95 per week.)

Safety Shoe Allowance (new): \$20 per year to designated classifications. Effective May 31, 1980, \$25 annually.

MINES

Agnew Lake Mines Limited at Espanola - Local 8524, Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from May 1, 1979 to April 30, 1981, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>
General Increases		70¢	50¢
Job Class Increment			1¢
Surface/Mill Labour		\$7.45	\$7.95
Industrial Electrician		\$9.43	\$10.11

Settlement Pay: \$225 lump sum payment.

Cost of Living Allowance: Effective November 1, 1979 and November 1, 1980, 1¢ for each 0.35 change in the Consumer Price Index - 1961=100, using April 1979 and October 1979 respectively, as the base Index months. Triggered after 3.5% in the first year and 7% in the second year. To be folded into wages. Capped at 10¢ per year.

Probationary Period:	50 shifts worked during continuous service.
Hours of Work:	40 hours per week or 42 hours average on a continuous work schedule.
Shift Premium:	0-20¢-30¢.
Lead Hand Premium:	40¢ per hour.
Sunday Premium:	\$1.00 per hour for all hours worked.
Acting Pay:	An employee who substitutes in another job for 4 hours or more receives the full rate for the job or his regular rate, whichever is greater for the entire shift.
Call-in Pay:	Minimum of 4 hours pay at straight time.
Injury Pay:	Employee receives pay for remainder of day on which injury occurs.
Reporting Pay:	Minimum of 4 hours pay at straight time.
Overtime Pay:	Time and one-half after 8 hours per day, or 40 hours per week and for employees on continuous operations after an average of 40 hours per week or for all regular hours worked in excess of 48 over 7 consecutive shifts.
Paid Holidays:	Employees with over 30 days of employment receive New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day. Employees with 1 year of continuous service receive 1 floating holiday in each calendar year, for a total of 11 days.
Holiday Pay:	Time and one-half for time worked, in addition to holiday pay.
Paid Vacation:	1 day for each full month of continuous service up to a maximum of 10 days, for employees with less than 1 year of continuous service, 10 days after 1 year's service, 11 days after 2 years, 12 days after 3 years and 15 days after 5 years.
Vacation Pay:	6% of earnings for employees with 5 years of service or more and .4% of earnings per day of vacation for employees with less than five years' service.
Bereavement Leave:	3 consecutive days' paid leave for attending or arranging the funeral of a parent, child, brother, sister, spouse, grandparent, grandchild, mother-in-law or father-in-law.
Jury and Court Witness Pay:	Employer pays the difference between 8 hours' pay at the basic hourly rate and fees received by the employee for jury and court witness duty.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Employer pays 100% of cost of premiums for a plan which provides \$12,000 coverage. Effective May 1, 1980, \$14,000. <u>Weekly Indemnity</u> - Employer pays 100% of cost of premiums. Coverage is maintained at the UIC maximum. Payable on a 1-1-4-38 basis, with UIC carve-out from the 16th to 30th week. Effective May 1, 1980, payable on a 1-1-4-52 basis plus an additional 38 weeks at \$85 per week.

OHIP - Employer pays 71% of cost of premiums. Effective August 1, 1979, 100%.

Extended Health Care Plan - Employer pays 100% of the cost of premiums for a plan which provides semi-private coverage; \$25 single and \$50 family deductible for other expenses and, 35¢ per prescription charge for prescription drugs benefit. Effective May 1, 1980, prescription vision benefit is added. Maximum claim is \$40 every two years.

Dental Plan - Employer pays 70% of cost of premiums. Effective August 1, 1979, 100%. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Employer pays 100% of cost of plan. Benefit is \$7 per month per year of service after January 1, 1979. Vesting after age 45 and 10 years' service.

Training Allowance: Employer pays 60% of costs of special training programmes or courses to a maximum of \$200 per employee per year, upon successful completion of the course.

Tool Allowance: Employer pays 20% per year of evaluated cost, where required.

TRANSPORTATION

Canadian National Railway Company and Canadian Pacific Limited, system-wide - Locomotive Engineers (Ind.): Renewal agreements effective from January 1, 1979 to December 31, 1981 for Locomotive Engineers and from March 1, 1979 to December 31, 1981 for Locomotive Firemen (Helpers) and Hostlers. The agreements cover 5,060 employees and were settled at the bargaining stage. Duration of negotiations - 8 months.

The Locomotive Firemen (Helpers) and Hostlers were previously represented by the United Transportation Union. During the closed period of this agreement, the parties have agreed to discuss the feasibility of consolidating the Locomotive Engineers and Firemen (Helpers) agreements.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
	General Increases	10%	8%	8%
	<u>Yard and Transfer Service</u>			
	Locomotive Engineer	\$76.58/day (\$69.62)	\$82.71	\$89.33

Cost of Living Allowance (new): 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1978 as the base. Triggered after an increase of 8% the first year, 14.5% the second year and 21.3% the third year. COLA will be paid in a lump sum at the end of each year and total allowance generated will be folded into the 3rd year base rates at the end of the contract.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: Effective January 1, 1980, 1 additional day is added for a total of 11 days.

Paid Vacation: Effective January 1, 1979, 5 weeks after 22 (24) years' service. Effective January 1, 1980, 4 weeks after 12 (14) years. Effective January 1, 1981, 4 weeks after 11 years and, 5 weeks after 21 years.

Health and Welfare: Life Insurance - Effective June 1, 1979, \$10,000 (\$7,000) coverage for active employees.

Weekly Indemnity - Effective January 1, 1979, \$177 (\$160) maximum. Effective January 1, 1980 and January 1, 1981 maximum payments to be increased to conform to benefits under U.I.C.

Drug Plan (new) - Effective December 31, 1980. Details of plan to be negotiated.

Dental Plan (new) - Effective December 15, 1979. Details of plan to be negotiated.

Mileage Allowance: Effective June 1, 1979, 21¢ (18¢) per mile. Effective January 1, 1981, 24¢ per mile.

WHOLESALE TRADE

Ontario Produce Company, Ontario Food Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from March 4, 1979 to March 7, 1981, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages: Lump sum payment of \$208 for full-time employees as of May 2, 1979 less \$4 per week for each full week from March 5, 1978 to March 3, 1979 that employee was not on company payroll.

	<u>Mar. 4/79</u>	<u>Mar. 2/80</u>
General	75¢ for full-time	70¢ for full-time
Increases	empls.; 40¢ for students and part-time empls.	empls.; 40¢ for students and part-time empls.
Packager	\$8.33 (\$7.58)	\$9.03
Maintenance Mechanic	\$9.60 (\$8.85)	\$10.30

Previous rates reflect a decision by the Anti-Inflation Board.

Shift Premium: 0-30¢-35¢ (0-20¢-25¢).

Paid Vacation: 5 weeks after 17 (18) years.

Health and Welfare: Drug Plan - Deductible of \$25 annually is eliminated.

Dental Plan - Co-insurance of 80%/20% (70%/30%).

Board Allowance: \$30 (\$20).

Meal Allowance: For Drivers 80¢ (65¢) per hour of overtime, for other employees \$3 (\$2.50) after 2 hours of overtime.

Tool Allowance: \$85 (\$75) annually.

Travel Allowance: For Drivers away from home terminal - breakfast \$3.50 (\$2.50), lunch \$4 (\$3) and dinner \$5 (\$3.50).

Crothers Limited at Toronto - Local 124, Auto Workers (CLC): A 36-month renewal agreement effective from February 8, 1979 to February 7, 1982, covering 205 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Feb. 8/79	Feb. 8/80	Feb. 8/81
	General Increases	78¢	3%	3%
	Additional Adjustments	Some classification adjustments		
	Job Class I (includes General Labour)	\$6.06 (\$5.28)	\$6.24	\$6.43
	Job Class 10 (includes Mechanic Level 3 - Cat. Only)	\$9.48 (\$8.70)	\$9.76	\$10.06

Cost of Living Allowance (new): Effective February 8, 1980, 1¢ for each 0.35 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly.

Paid Holidays: 2 additional days are added to allow for a Christmas shutdown period, for a total of 12 days.

Paid Vacation: 5 weeks (new) after 25 years' service. Effective February 8, 1980, 5 weeks after 22 years. Effective February 8, 1981, 5 weeks after 20 years.

Health and Welfare Life Insurance and A.D. & D. - Effective June 1, 1979, \$17,000 (\$15,000) coverage.

Dental Plan (new) - Effective July 1, 1979, employer pays 75% of the cost of premiums. Effective February 8, 1980, 100%.

Meal Allowance (new): \$2.50 after 3 hours of overtime.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation at Metro Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 685 employees, settled at the bargaining stage.* Duration of negotiations - 8 months.

*Following a preliminary meeting with an arbitrator the parties conducted further negotiations and concluded this settlement.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	45¢ (average 6.3%)
	Labourer	\$7.35 (\$6.90)
	Truck Driver	\$7.63 (\$7.18)
	Stationary Engineer 2nd Class	\$8.90 (\$8.45)
Shift Premium:	0-35¢-35¢ (0-30¢-30¢).	
Lead Hand Premium:	60¢ (50¢) per hour over own rate or over highest classification supervised, whichever is greater.	
Resident Caretaker Premium:	35¢ (30¢) per hour from 4:30 p.m. to midnight, when required to be on-site.	
Paid Vacation:	5 weeks after 19 (20) years' service.	
Health and Welfare:	<u>Long Term Income Protection Plan</u> - Employer pays 80% (75%) of cost of premiums.	
	<u>Dental Plan (new)</u> - Effective July 1, 1979, employer pays 100% of cost of premiums for plan which covers basic, periodontal, endodontic and surgical services. 50% co-insurance. Payments are based on the 1978 Ontario Dental Association fee schedule.	

EDUCATION AND RELATED SERVICES

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, matrons and maintenance employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 500 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	General Increases	6.6%	4¢
	Caretaker	\$6.52-\$6.90 (\$6.12-\$6.47)	\$6.56-\$6.94
	Plumber	\$11.08 (\$10.39)	\$11.12

Shift Premium: Effective April 30, 1979, 0-28¢-30¢ (0-25¢-25¢).

Paid Vacation: 5 weeks after 18 (19) years' service.

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 535 employees, settled at the post mediation bargaining stage. Duration of negotiations - 17 months.

Wages:

Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Increases	5.9%	6%	Levels 4-7 varies

Annual Rates

Teacher - Level 1 0-5 years	\$10,284-\$14,145 (\$ 9,711-\$13,357)	\$10,910-\$14,994	\$10,910-\$14,994
Teacher - Level 4 0-11 years	\$12,456-\$21,756 (\$11,762-\$20,544)	\$13,203-\$23,061	\$14,394-\$24,088
Teacher - Level 7 0-14 years	\$15,408-\$27,709 (\$14,550-\$26,165)	\$16,332-\$29,372	\$17,473-\$30,164
Jan. 1/80, 0-13 years			

Principals

"A" Schools (fewer than 16 teaching units) 0-4 years	\$28,185-\$30,714	\$29,876-\$32,557
"B" Schools (16 or more teaching units) 0-6 years	\$28,556-\$32,956	\$30,269-\$34,933

NOTE: Previous principals' salaries not shown due to reclassification.

Health and Welfare:	<u>Long Term Disability (new)</u> - To be implemented no later than September 1, 1979. Teachers pay 100% of cost of premium.
Sabbatical Leave Allowance:	For the school year 1980-81, 75% (65%) of current year's salary.
Adoption Leave:	Up to 17 weeks' unpaid leave. (Previously, duration of leave was dependent on the child's needs.) Under special circumstances, leave may be extended to 2 years (unchanged).
Foster Child Leave (new):	Up to 5 days' unpaid leave.
Transportation Allowance:	21¢ per mile for the first 5,000 miles (unchanged), 19¢ (15¢) per mile for the next 10,000 miles and 17¢ (14¢) for any miles in excess of 15,000.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal
agreement effective from January 1, 1979 to December 31, 1979,
covering 545 employees, settled at the conciliation officer stage.
Duration of negotiations - 8 months.

Wages:	Effective	<u>June 4/79</u>
	Increase	\$750 for employees working 12 months \$625 for employees working 10 months

June 4/79

Annual Rates

Library Page	\$7,939-\$9,409 (\$7,189-\$8,659)
Head Secretary	\$11,402-\$13,223 (\$10,652-\$12,473)
Programmer Analyst	\$16,757-\$19,799 (\$16,007-\$19,049)

Settlement Pay: \$200 lump sum payment to cover the period January 1, 1979 to June 3, 1979.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,150 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages: Effective Sept. 1/78

General Increase 5.5%

Annual Rates

Teacher - Level D 0-6 years	\$10,612-\$14,640 (\$10,059-\$13,877)
Teacher - Level A1 0-10 years	\$14,394-\$23,655 (\$13,644-\$22,422)
Teacher - Level A4 0-10 years	\$16,800-\$29,021 (\$15,924-\$27,508)
Vice Principal 0-5 years	\$26,829-\$30,838 (\$25,430-\$29,230)
Principal 0-7 years	\$35,021-\$36,324 (\$28,930-\$34,430)

Bereavement Leave: Up to 4 days' paid leave for a death in the immediate family and up to 1 day's paid leave for grandparent, grandchild, brother-in-law and sister-in-law. (Previously, leave was deducted from sick leave credits.)

Career Development Leave (new): Unpaid, but teacher may be reimbursed, in whole or in part, for tuition costs, registration fees, travel expenses, etc.

Education Leave: Varying periods of up to 1 year with reimbursement of up to 100% of salary. (Previously, sabbatical leave entitled teachers to 75% of their salary.)

Education Leave Fund: \$110,000 (\$90,000) for applications granted prior to September 1, 1980.

Leave for Medical and Dental Appointments: Time off with pay if leave of absence is for less than a half day (new).

Paid Leave for Extenuating Circumstances: Covers serious family illness, weather conditions, writing an examination and religious holidays. (Previously, days were deducted from sick leave credits.)

Paternity Leave (new): Unpaid leave may be granted provided the employee's spouse has not been granted maternity or adoption leave.

Simcoe County Board of Education - Ontario Public Service Employees (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	6%	4.5%
	Junior Clerk	\$3.90-\$4.70 (\$3.68-\$4.43)	\$4.08-\$4.91
	Buyer	\$6.43-\$8.44 (\$6.07-\$7.96)	\$6.72-\$8.82

Probationary period is 3 consecutive months. Maximum rates are reached on merit.

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/79	July 1/79
	Increases	\$12-\$16	\$2-\$4
	Clerical Assistant	\$194-\$227 (\$182-\$213)	\$197-\$231
	Administrative Assistant	\$223-\$262 (\$210-\$246)	\$226-\$264

Probationary period is 5 months. Maximum rates are reached on merit.

Paid Vacation: 5 weeks after 18 (19) years.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (non-teaching employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/79	July 1/79
	Increases	6.6%	\$100

	<u>Jan. 1/79</u>	<u>July 1/79</u>
Clerk-Grade I	\$8,223-\$9,162 (\$7,714-\$8,595)	\$8,323-\$9,262
Systems Analyst Senior	\$23,214-\$31,403 (\$21,777-\$29,459)	\$23,314-\$31,503

Probationary period is 6 months. Maximum rates for Clerk - Grade 1 are reached after 3 years and for Systems Analyst Senior after 7 years.

Paid Vacation: 5 weeks after 18 (19) years.

Toronto City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 2,250 employees, settled at the bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
General Increases		6%	6%
Teacher - Group I 0-10 years		\$13,345-\$22,970 (\$12,590-\$21,670)	\$14,146-\$24,348
Teacher - Group IV 0-10 years		\$16,041-\$28,617 (\$15,133-\$26,997)	\$17,003-\$30,334

Principals

Secondary Schools 0-3 years	\$36,771-\$39,786 (\$34,690-\$37,534)	\$38,488-\$41,503
Junior High Schools 0-3 years	\$35,106-\$38,124 (\$33,119-\$35,966)	\$36,823-\$39,841

Vice Principals

Secondary Schools 0-3 years	\$31,615-\$34,634 (\$29,825-\$32,674)	\$33,332-\$36,351
Junior High Schools 0-3 years	\$30,106-\$33,126 (\$28,402-\$31,251)	\$31,823-\$34,843

Co-ordinators

12-month term	Same as principals of junior high schools.
10-month term	Same as vice principals of secondary schools.

Cost of Living Allowance (new): During the last 12 months of the agreement, monthly adjustments will be calculated equal to the percentage that the 1971=100 Metropolitan Toronto Consumer Price Index for each respective month exceeds 107% of the CPI for September 1979. Any forthcoming adjustments will be paid in a lump sum following the last calculation for August 1980.

Responsibility Allowances: Effective September 1, 1979, increased by 6%. Examples follow:

Department Head - \$2,491 (\$2,350)
 Department Chairman - \$716 (\$675)
 Technical & Commercial Director and Consultants - \$2,809 (\$2,650).

Special Education Teacher Allowance: Holding an Elementary Certificate in Special Education - Effective September 1, 1979, \$424 (\$400) per school year.

Holding a Specialist Certificate in Special Education - Effective September 1, 1979, \$822 (\$775) per school year.

Health and Welfare: Extended Health Benefits - Maximum claim for eye glasses is \$60 (\$40) per person every 2 years. Maximum claim for hearing aid is \$400 (\$300) per person every 2 years.

Dental Plan - Effective September 1, 1979, payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Job Protection: Teachers obtaining permanent contracts with the Board prior to August 31, 1978 will not have their contracts terminated at any time for reasons of staff reduction. (The previous provision language limited the guarantee to the period of the collective agreement.)

Early Retirement Plan (new): Plan encourages senior teachers to retire early in order to make way for younger teachers whose jobs are threatened by declining enrolment. Senior teachers retiring before being eligible for a full pension, receive the difference between their salary and the junior teacher's salary for 1 year.

Surplus Teachers' Pool (new): 2% of any fired teachers to be retained by the board to teach night or summer school, for occasional work or any credit program.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1979 to April 30, 1980, covering 427 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	May 1/79
	General Increase	8%
	Additional Adjustment	8¢ for Building Custodian I; 2¢ for Sub Trades
	Building Custodian I	\$5.34 (\$4.87)
	Fire Prevention Officer	\$6.59-\$7.62 (\$6.10-\$7.06)
	Electrician	\$8.20 (\$7.59)

Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after three 1-year increases, if merited.

Paid Holidays: December 27th is added for a total of 13 days.

Paid Vacation: 23 days after 16 years' service, 24 days after 18 years and 25 days after 20 years (new).

Pension Plan: Effective September 1, 1979, 2% increase in pension income for each full year of service for employees who retired between January 1, 1976 and August 31, 1979.

HEALTH AND WELFARE SERVICES

Extendicare Ltd. and six other nursing care homes located throughout the province - Various locals, Service Employees (AFL-CIO/CLC) (non-medical full-time employees): A 26-month renewal agreement effective from February 1, 1979 to March 31, 1981, covering a total of 1,740 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:

Effective	<u>Feb. 1/79</u>	<u>Oct. 1/79</u>	<u>May 1/80</u>	<u>Oct. 1/80</u>
Average Increases	31.8¢	21.3¢	22.3¢	30.5¢
Attendant 1	\$4.76-\$5.21 (\$4.46-\$4.91)	\$5.00-\$5.36	\$5.12-\$5.56	\$5.35-\$5.85
Registered Nurse Assistant	\$5.36-\$5.81 (\$5.06-\$5.51)	\$5.60-\$5.96	\$5.72-\$6.16	\$6.00-\$6.50
Maintenance	\$6.51-\$6.91 (\$6.16-\$6.56)	\$6.71-\$7.11	\$6.87-\$7.31	\$7.05-\$7.55
Probationary Rate (new):	20¢ below start rate.			
Handyman Premium (new):	15¢ per hour above applicable janitor rate for all hours worked as a designated handyman. Applies to Extendicare Ltd. and Heritage Nursing Homes Ltd.			
Health Care Aid Certificate Premium (new):	Effective October 1, 1979, 5¢ per hour. Effective May 1, 1980, 10¢ per hour. Effective October 1, 1980, 15¢ per hour. Applies to Attendant 1 classification.			
Paid Vacation:	4 weeks after 12 (13) years' service.			
Bereavement Leave:	2 days' paid leave if unable to attend the funeral of a member of the immediate family (new).			
Health and Welfare:	<u>Sick Leave</u> - 1½ (1 1/4) days per month, cumulative. <u>Major Medical</u> - Employer pays 75% (65%) of cost of premium. <u>Vision Care</u> - Employer pays 75% (65%) of cost of premium.			

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, (Mutuel Department, Standardbred Race Operation) province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 205 employees, settled with mediation assistance. Duration of negotiation - 6 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	\$3.05 per day
	Messenger Bettor	\$34.30 (\$31.25)
	Terminal Operator	\$51.70 (\$48.65)

Health and Welfare: OHIP - Employer pays 100% of 1979 (1977) premium costs.

Weekly Indemnity - Benefits of \$150 per week extended to 26 (13) weeks.

Dental Plan - Employer pays 100% of premium cost for new basic dental plan based on 1979 Ontario Dental Association fee schedule.

Extended Health Care - Deductible for drugs of \$25 (\$50) for single coverage and \$50 (\$150) for family coverage per annum.

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations) province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 365 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	\$2.75 per day
	Messenger Bettor	\$33.17 (\$30.42)
	Terminal Operator	\$52.75 (\$50.00)

Vacation Pay: 6% vacation pay after 5 years, 8% after 10 years and 10% after 20 years. (6% vacation pay after 6 years, 7% after 10 years, and 8% after 20 years.)

Health and Welfare: OHIP - Employer pays 100% of 1979 (1977) premium costs.

Weekly Indemnity - Benefits of \$150 per week extended to 26 (13) weeks.

Dental Plan - Based on 1979 (1976) Ontario Dental Association fee schedule.

Extended Health Care - Deductible for drugs of \$25 (\$50) for single coverage and \$50 (\$150) for family coverage per annum.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (computer systems administration group): A 22-month renewal agreement effective from May 7, 1979 to March 15, 1981, with wages retro-active to March 19, 1979, covering 2,095 employees, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 19/79</u>	<u>Mar. 17/80</u>
Increases:			
CS 1 to 3		\$1,300	\$1,365
CS 4		\$1,100	\$1,150
CS 5		\$850	\$875
	<u>Annual Rates</u>		
CS 1		\$11,723-\$20,667 (\$10,423-\$19,367)	\$13,088-\$22,032
CS 3		\$24,681-\$28,759 (\$23,381-\$27,459)	\$26,046-\$30,124
CS 5		\$31,815-\$39,072 (\$30,965-\$38,222)	\$32,690-\$39,947
Shift Premium:	Effective on date of signing, 0-23¢-31¢ (0-20¢-28¢). Effective March 17, 1980, 0-25¢-33¢.		
Weekend Premium:	Effective on date of signing, 25¢ (15¢) per hour.		
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.		
Meal Allowance:	Effective on date of signing, \$3.25 (\$3) after 3 hours' overtime and \$2.50 (\$2.15) after 4 additional hours. Effective March 17, 1980, \$3.50 after 3 hours' overtime.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (administrative services group): A 7-month renewal agreement effective from May 30, 1979 to December 23, 1979, with wages retroactive to December 25, 1978, covering 5,675 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 25/78</u>
Average Increase		7%
	<u>Annual Rates</u>	
AS 1		\$16,100-\$18,643 (\$15,047-\$17,423)
AS 4		\$20,815-\$23,162 (\$19,481-\$21,677)
AS 8		\$31,800-\$38,800 (\$29,700-\$36,700)
Shift Premium:	0-25¢-33¢ (0-20¢-28¢).	
Standby Pay:	\$5 (\$4) for each 8 consecutive hours or portion thereof and \$10 (\$9) on a day of rest or designated paid holiday.	
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.	

Education Leave (new):	May be granted for periods of up to 1 year, renewable by mutual agreement, with an allowance of up to 100% of yearly salary.
Paid Career Development Leave (new):	When attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses will also be paid by the employer.
Paid Examination Leave (new):	At the employer's discretion, for the purpose of writing an examination during the employee's normal working hours.
Meal Allowance:	\$3.50 (\$3.40) after 3 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (auditing group): An 8-month renewal agreement effective from May 8, 1979 to December 23, 1979, with wages retroactive to December 25, 1978, covering 2,575 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 25/78</u>
	General Increase	6.75%

Annual Rates

AU 1	\$19,743-\$23,309 (\$18,495-\$21,835)
AU 3	\$28,255-\$31,563 (\$26,468-\$29,567)
AU 5	\$35,711-\$39,315 (\$33,453-\$36,829)

Paid Holidays:	1 additional day when proclaimed by Parliament (new). Currently 11.
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years.
Health and Welfare:	<u>Uncertified Sick Leave</u> - 5 (3) consecutive days. Maximum 7 days per fiscal year (unchanged).
Meal Allowance:	\$4 (\$3.25) after 3 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general labour and trades group, supervisory and non-supervisory): A 19-month renewal agreement effective from May 29, 1979 to January 4, 1981, with wages retroactive to January 8, 1979, covering 19,910 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 8/79</u>
	Increase	Average 9.25%

	<u>Jan. 8/79</u>		
	<u>Elemental Sub-Group</u>	<u>Machine Driving - Operating Sub-Group</u>	<u>Electrical In- stalling and Maintaining Sub-Group</u>
Moncton (Zone 3)	\$5.16-\$8.37 (\$4.73-\$7.68)	\$4.96-\$8.24 (\$4.55-\$7.39)	\$5.15-\$9.10 (\$4.72-\$8.28)
Ottawa (Zone 9)	\$5.59-\$9.15 (\$5.15-\$8.43)	\$5.38-\$8.99 (\$4.96-\$8.10)	\$6.09-\$10.65 (\$5.61-\$ 9.75)
Victoria (Zone 21)	\$6.07-\$9.96 (\$5.59-\$9.18)	\$6.21-\$10.45 (\$5.72-\$ 9.41)	\$6.91-\$11.76 (\$6.37-\$10.76)
Effective	<u>Jan. 7/80</u>		
General Increase	9.25%		
Moncton	\$5.64-\$9.14	\$5.42-\$9.00	\$5.63-\$9.94
Ottawa	\$6.11-\$10.00	\$5.88-\$9.82	\$6.65-\$11.64
Victoria	\$6.63-\$10.88	\$6.78-\$11.42	\$7.55-\$12.85
Shift Premium:	0-25¢-33¢ (0-18¢-25¢).		
Flying Time Premium:	\$5.50 (\$5) per hour to employees not normally required to perform flight inspection duties.		
Weekend Premium:	30¢ (20¢) per hour.		
Standby Pay:	\$5 (\$4) for each 8 consecutive hours or portion thereof and \$10 (\$9) on a day of rest or designated paid holiday.		
Paid Vacation:	Effective April 1, 1979, 3 weeks after 2 (3) years' service, 4 weeks after 12 (13) years and, 5 weeks after 26 (27) years. Effective January 7, 1980, 4 weeks after 10 years and 5 weeks after 25 years.		
Diving Duty Allowance:	\$6.50 (\$6) per hour.		
Flight Inspection Allowance:	\$50 (\$45) per month with a minimum of 15 hours flying time per calendar quarter.		
Horse Allowance:	\$200 (\$150) per season for pasture managers and pasture riders.		
Meal Allowance:	\$3.25 (\$3) after 3 hours' overtime and \$2.50 (\$2.15) after each additional 4 hours. Effective January 7, 1980, \$3.50 for the first meal.		
Penological Factor Allowance:	Ranges from \$120 to \$1,200 (\$100-\$1,000) per year, depending on type of institution and degree of contact.		
Severance Pay:	1 week's pay per year of continuous employment to a maximum of 27 weeks for an employee who has completed more than 2 years of continuous employment and ceases to be employed by reason of rejection during a probationary period (new).		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (hospital services group, supervisory and non-supervisory): One 19-month renewal agreements effective from May 29, 1979 to December 21, 1980, with wages retroactive to December 25, 1978, covering 2,745 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 25/78</u>	<u>Dec. 24/79</u>
	General Increases	8.53%	8%
	<u>Non-Supervisory Rates - Ontario Region</u>		
	<u>Patient and Health Services Sub-Group</u>		
	Level 1	\$4.57-\$5.08 (\$4.21-\$4.68)	\$4.94-\$5.49
	Level 4	\$5.32-\$5.94 (\$4.90-\$5.47)	\$5.75-\$6.42
	Level 7	\$6.15-\$6.92 (\$5.67-\$6.38)	\$6.64-\$7.47
	<u>Housekeeping, Dietary and other Services Sub-Group</u>		
	Level 1	\$4.79-\$5.30 (\$4.41-\$4.88)	\$5.17-\$5.72
	Level 4	\$5.63-\$6.25 (\$5.19-\$5.76)	\$6.08-\$6.75
	Level 9	\$7.37-\$8.23 (\$6.79-\$7.58)	\$7.96-\$8.89
Shift Premium:	0-25¢-33¢ (0-20¢-26¢).		
Weekend Premium:	30¢ (20¢) per hour for regularly scheduled work on a Saturday or Sunday.		
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.		
Meal Allowance:	\$3.25 (\$3.10) after 3 hours' overtime and \$2.50 (\$2.25) after 4 additional hours. Effective December 24, 1979, \$3.50 after 3 hours' overtime.		
Penological Factor Allowance:	Ranges from \$120-\$1,200 (\$100-\$1,000) per year, depending on type of institution and degree of contact.		
Technological Change (new):	Minimum 3 months' written notice to the union in addition to consulting with the union in an effort to resolve problems arising out of the introduction of technological change.		
Other Provisions:	Education Leave, Paid Career Development Leave and Paid Examination Leave are the same as reported for the Administrative Services Group.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(information services group): A 7-month renewal agreement effective from June 8, 1979 to December 23, 1979, with wages retroactive to December 25, 1978, covering 870 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages: Effective Dec. 25/78

General Increase 7% (except
recruiting rate)

Annual Rates

IS 1 \$11,120-\$17,759
(\$11,120-\$16,597)

IS 3 \$21,674-\$24,255
(\$20,256-\$22,668)

IS 5 \$30,749-\$32,901
(\$27,367-\$30,749)

Work on a Time and one-half for the first 7½ hours and double time there-
Paid Holiday: after. (Previously, time and one-half for all hours.)

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (12) years' service and
5 weeks after 25 (26) years.

Paid Career When attending a course, seminar, convention or study session
Development directly related to the employee's work. Reasonable travel and
Leave (new): incidental expenses will also be paid by the employer.

Meal \$3.25 (\$3.10) after 3 hours' overtime and \$2.50 (new) after 4
Allowance: additional hours.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(purchasing and supply group): A 7½-month renewal agreement effective from May 16, 1979 to December 23, 1979, with wages retroactive to December 25, 1978, covering 1,505 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages: Effective Dec. 25/78

General Increase 6.5%

Annual Rates

PG 1 \$11,332-\$18,639
(\$10,640-\$17,501)

PG 3 \$20,841-\$23,631
(\$19,569-\$22,189)

PG 6 \$33,129-\$36,924
(\$31,107-\$34,670)

Shift Premium Effective on date of signing, 0-25¢-33¢.
(new):

Paid Overtime: Effective on date of signing, time and one-half for levels 1-5
(1-4).

Acting Pay: Effective on date of signing, qualifying period of 10 consecutive working days for levels 1-5. (Previously, level 5 had a 20 day qualifying period.)

Paid Holidays: Effective on date of signing, 1 additional day when proclaimed by Parliament (new). Currently 11 days.

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years.

Severance Pay: "Term" employees who have completed more than 1 year of continuous employment and whose term is not renewed are entitled to 2 weeks' pay for the first complete year of continuous employment and 1 week's pay for each additional year with a 28 week maximum pay benefit.

Other Provisions: Education Leave, Paid Career Development Leave and Paid Examination Leave are the same as reported for the Administrative Services Group.

National Research Council of Canada - Research Council Employees' Association (Ind.) (clerical and regulatory group): A 24-month renewal agreement effective from December 25, 1978 to December 21, 1980, covering 330 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 25/78</u>	<u>Dec. 24/79</u>
	Increases	8.7% weighted average	7.0%
	CR - Level 1	\$8,246-\$9,238 (\$7,454-\$8,350)	\$8,823-\$9,885
	CR - Level 7	\$18,598-\$20,365 (\$17,135-\$18,763)	\$19,900-\$21,791

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years.

Meal Allowance: \$3.25 (\$3.00) after 3 hours overtime and \$2.50 (\$2.15) after 4 additional hours.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (cadets and police officers): A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980, covering 3,860 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
	<u>Annual Rates</u>		
	Constable (Probationary) 1-12 months	\$15,850 (\$15,300)	\$16,010
	Constable (3rd Class) 12-24 months	\$17,700 (\$17,183)	\$18,300

	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
Constable (1st Class) 36 or more months	\$21,000 (\$20,010)	\$21,700
Sergeant Major 12 or more months	\$26,900 (\$25,640)	\$27,800
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 100% of cost of premiums for a plan with 50% co-insurance.	
Plain Clothes Allowance:	\$700 (\$650) per year.	
Gymnastic/Special Equipment Allowance:	\$50 (\$25) for course required purchases.	

LOCAL ADMINISTRATION

London City Corporation - Local 101, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 320 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	<u>Effective</u>	<u>Jan. /79</u>	<u>Jan. 1/80</u>
General Increases		\$1,152	7.5%
Job Class 2 (includes Jr. Clerk)		\$8,452-\$11,492 (\$7,300-\$10,340)	\$9,086-\$12,354
Job Class 12 (includes Planner)		\$15,012-\$21,687 (\$13,860-\$20,535)	\$16,138-\$23,314

Probationary period is 90 calendar days. Maximum rate for Jr. Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

Cost of Living Allowance (new): Permanent Employees Protective System Incentive (P.E.P.S.I.) clause provides that effective December 31, 1980, 1% for each 1% rise in the Consumer Price Index - 1971=100. Triggered after 7.5% increase above the 1979 average CPI. To be folded into wages.

Shift Premium: 25¢ (23¢) per hour.

Sick Leave: Upon termination of employment, employees with 7 (8) years' service receive pay for unused sick credits.

Health and Welfare; Dental Plan - Effective June 1, 1979, employer pays 80% (75%) of cost of premiums.

Mileage Allowance: Effective June 1, 1979, 19.5¢ (19¢) per kilometre for the first 400 kilometres per month, 16¢ (15.5¢) for the next 400 kilometres per month and 10.5¢ (10¢) for all additional kilometres.
Effective January 1, 1980, 20.5¢, 17¢ and 11.5¢ respectively.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 510 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	Apr. 1/79	Jan. 1/80
	General Increases	8%	*	7.5%
	Yard Labourer (Apr. 1/79 - Labourer)	\$5.00-\$6.62 (\$4.63-\$6.13)	\$5.14-\$6.85	\$5.53-\$7.36
	Leading Mechanic "A" (Apr. 1/79 - Mechanic "A")	\$6.53-\$8.59 (\$6.05-\$7.95)	\$6.87-\$8.59	\$7.39-\$9.23

*Under the Job Evaluation and Classification Study completed January 1979, to go into effect April 1, 1979, the 8-category wage grid was restructured into 11 categories and given an overall increase of 5.2% over the 1978 rates. The 8% general increase is initially applied against the old 1978 rates; on April 1, 1979 it will be applied instead against the restructured 1978 rates.

Cost of Living Allowance (new): (P.E.P.S.I.) clause provides that, effective December 31, 1980, 1% for each 1% rise in the Consumer Price Index - 1971=100. Triggered after 7.5% increase above the 1979 average CPI. To be folded into wages.

Shift Premium: Following ratification, 0-28¢-33¢ (0-25¢-30¢).

Weekend Premium: In addition to any applicable shift premium, 31¢ (28¢) for each hour worked on a Saturday or Sunday shift.

Oshawa City Corporation, Public Works Department (Maintenance and Traffic Engineering Divisions) and Community Services Department (Parks and Property, & Civic Auditorium Complex and Arenas Divisions) - Local 250, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/79	Apr. 1/80
	General Increases	6 3/4%	7%
	COLA Fold-in	61¢	
	Labourer	\$7.27-\$7.47 (\$6.20-\$6.39)	\$7.78-\$7.99
	Maintenance Electrician	\$8.47-\$8.84 (\$7.32-\$7.67)	\$9.06-\$9.46

Previous rates reflect a decision by the Anti-Inflation Board.

Probationary period is 6 months. Maximum rates reached after 1,040 normal hours of work.

Cost of Living Allowance: Effective in the second contract year, 0.1% for each 0.1% increase in the Consumer Price Index - 1971=100, between February 1980 and 1981 indexes. Triggered at 7%. (Clause was inactive in previous agreement.)

Shift Premium: Effective May 20, 1979, 0-37¢-37¢ (0-35¢-35¢). Effective April 1, 1980, 0-39¢-39¢.

Standby Pay: Effective May 20, 1979, \$5.50 (\$4.25) per day. Effective April 1, 1980, \$5.75.

Paid Vacation: Effective in 1979, 2 weeks and 3 days (2½ weeks) after 3 years' service, 3 weeks and 3 days (3½ weeks) after 10 years and, 4 weeks after 12 (15) years. Effective in 1980, 4 weeks and 3 days after 16 (18) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective June 1, 1979, coverage equals approximately 2 years' salary, to a maximum of \$45,000 (\$40,000). Effective April 1, 1980, maximum increases to \$50,000.

Extended Health Care Plan - Effective July 1, 1979, vision care coverage is added. Maximum benefit for prescription glasses is \$60 per insured person every 24 months.

Dental Plan - Effective June 1, 1979, employer pays 75% (50%) of cost of premiums. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule. Effective November 1, 1979, the 1978 fee schedule.

Safety Shoe Allowance: Effective in 1979, \$40 (\$35) annually.

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC) (civic employees): Two 24-month renewal agreements effective from January 1, 1979 to December 31, 1980, covering 3,600 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80
General Increases		7.25%	7%
Labourer		\$6.35-\$6.81 (\$5.92-\$6.35)	\$6.79-\$7.29
Electrician III		\$9.28 (\$8.65)	\$9.93
<u>Annual Rates</u>			
Clerk I		\$9,298.28-\$11,811.28 (\$8,669.70-\$11,012.82)	\$9,949.16-\$12,638.07
Administration Officer VIII		\$22,680.32-\$27,057.42 (\$21,147.10-\$25,228.32)	\$24,267.94-\$28,951.44

Health and Welfare: Life Insurance - \$30,000 (previously 1 1/2 times yearly salary to nearest \$1,000) coverage.

Extended Health Care Plan - \$25 deductible (previously, \$25/\$50).

Long Term Disability - Employer pays 100% (66 2/3%) of cost of premium. Benefits are 66 2/3% (60%) of salary to a maximum of \$2,000 per month, commencing 17 weeks (6 months) after date of disability.

Sick Leave Plan - Discontinued. Remaining credits may be used to make up the difference between benefits payable under the new Income Protection Plan, or, on termination of employment, a cash payout to a maximum of 130 days' pay.

Income Protection Plan (new) - To be implemented on or before August 1, 1979. Benefits range from 1 week at full salary plus 16 weeks at 66 2/3% of salary with 6 months' service, to 17 weeks at full salary with 10 or more years' service.

Dental Plan (new) - Employer pays 66 2/3% of the cost of premiums for a basic plan, equivalent to the Basic Blue Cross Plan No. 7 and Rider 1. Effective January 1, 1980, employer pays 75% of the cost of premiums.

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 209 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	7%
	Grade 2 (includes Labourer)	\$6.52 (\$6.09)
	Grade 9 (includes Carpenter)	\$7.88 (\$7.36)

Shift Premium: 0-24¢-28¢ (0-22¢-26¢).

Paid Holidays: 1 day (½) on working day preceding either Christmas Day or New Year's Day is added for a total of 12. Double time (time and one-half) for unscheduled hours worked on paid holidays.

Paid Vacation: 6 weeks after 32 (35) years' service.

Health and Welfare: Life Insurance for Retirees - \$2,000 (\$1,000) coverage.

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$45 (\$35) per year.

Waterloo Regional Board of Commissioners of Police - Police Association (Ind.) (policemen): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 423 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/79</u>
	Increase	\$890-\$1,980
	Constable, Third Class	\$17,040 (\$15,940)
	Constable First Class	\$21,300 (\$19,920)
	Staff Inspector	\$30,550 (\$28,570)
Shift Premium:	\$200 (\$150) per year in lieu of shift premium for police officers and cadets required to work 3 shifts.	
Paid Vacation:	4 weeks after 11 (12) years' service and, 5 weeks after 19 (20) years.	
Health and Welfare:	<u>OHIP and Extended Health Care</u> - Employer pays 100% of the cost of premiums. Plans provide coverage for the spouse of deceased retirees (new). <u>Dental Plan</u> - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.	
Pension Plan:	Effective January 1, 1979, OMERS Type I and Type III are combined.	
Course Allowance:	\$25 (\$20) per week.	
Clothing and Footwear Allowance:	\$200 (\$124.75) quarterly for temporary transfers.	
Meal Allowance:	\$4 (\$3.25) for a mid-day lunch and \$6 (\$4.65) for an evening meal, for an officer on duty out of the region.	

Addendum

January 1979 Settlement

HEALTH AND WELFARE SERVICES

Owen Sound General and Marine Hospital* - Local 48, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 295 employees, settled at the bargaining stage and ratified in January, 1979. Duration of negotiations - 4 months.

*On April 1, 1978, the hospital merged with Dr. Mackinnon Phillips Hospital.

Wages:	Effective	Apr. 1/78	Oct. 1/78
Increases		40¢ for Stationary Engineers - 4th Class and Apprentices; 30¢ for X-Ray Porters; 20¢ for Cooks and 4% for all other employees	40¢ for Stationary Engineers - 3rd Class, 4th Class and Apprentices; 30¢ for X-Ray Porters and 20¢ for Cooks
Additional Adjustment		40¢ for Stationary Engineers - 3rd Class	
Nursing Aide		\$4.877-\$5.095 (\$4.689-\$4.899)	\$4.877-\$5.095
Stationary Engineer - 3rd Class		\$6.676-\$6.864 (\$6.035-\$6.215)	\$7.076-\$7.264

Probationary period is 60 working days within 12 consecutive calendar months. (Previously, 520 hours worked within 12 calendar months.) Maximum rates for Nursing Aide and Stationary Engineer - 3rd Class are reached after two 3-month increases.

Hours of Work:	Effective January 21, 1979, 7 3/4 (8) hours per day for R.N.A.'s and O.R. Technicians.
Shift Premium:	Effective January 21, 1979, \$1.65 (\$1.55) per shift.
Lead Hand Premium:	Effective January 21, 1979, 15¢ (10¢) per hour.
Overtime Pay:	Time off in lieu of overtime pay (new) provided it is taken within 60 calendar days.
Paid Vacation:	Employees from Dr. Mackinnon Phillips Hospital who have superior vacation entitlement will retain this benefit.
Bereavement Leave:	Grandparent, brother-in-law and sister-in-law are added for 1 day's paid leave.
Paid Leave for Examinations (new):	Paid at the employers discretion, to upgrade employment qualifications.
Health and Welfare:	<u>Employer Contribution</u> - Employer pays 75% of cost for eligible benefits to employees working 24 to 30 hours per week, 85% of cost to employees working 30 to 37 hours per week and 100% of cost to employees working 37 or more hours per week. Eligible benefits are OHIP, sick leave and statutory holidays. (Previously, employer paid 75% of cost for employees working over 24 hours per week.)

Blue Cross Extended Health Care Plan - Employer contributes 38% of cost of premiums for employees working 24-30 hours per week, 44% of premiums for employees working 30-37 hours per week and 50% of premiums for employees working 37 or more hours per week. (Previously, 38% of cost of premiums for employees working over 24 hours per week.)

Negotiations in Progress during May 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage*
P Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	260	PCB
American Hoist of Canada Ltd., Brampton	Auto Workers (CLC)	200	PCB
Atomic Energy of Canada Limited (Radio Chemical Co.), Ottawa	CLC Directly Chartered	250	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Bestview Holdings Ltd. and Bestview Service Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto	Christian Labour Assn. (Ind.)	260	CO
Boeing of Canada Ltd. (Arnprior Div.)	Machinists (AFL-CIO/CLC)	280	CO
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Dalwell Linen Mills Ltd., Matilda	United Textile Workers (AFL-CIO/CLC)	334	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	MED
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford	Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	309	B
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	MED/WS
Canron Ltd., Eastern Structural Div., Toronto	Employees' Assn. (Ind.)	251	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (University professors)	650	B
Carleton University, Ottawa	Support Staff Assn. (Ind.)	650	B
Carleton Cards, Toronto	Independent Greeting Card Workers of Canada (Ind.)	600	B
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	835	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	CO

* See page 335 for definition of codes

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,040	B
Consolidated-Bathurst Inc., Braeside	Woodworkers (AFL-CIO/CLC)	230	B
Consumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700	CO
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Cooper Tool Group Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	325	B
Dobbie Industries Ltd. (Woolen & Fabric Div.), Cambridge	Natl. Council of Canadian Labour (Ind.)	210	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	510	MED
Domglas Ltd., (now Libbey-St. Clair, Inc.), Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	620	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Dupont of Canada Ltd., Maitland	Cdn. Chemical Workers (Ind.)	605	CO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Durham Regional Police	Police Assn. (Ind.)	347	CO
Eaton Yale Ltd., Suspension Div., Chatham	Auto Workers (CLC)	640	WS
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	CO
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,100	B
Falconbridge Nickel Mines Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	CO
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	705	CO
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	250	PCB
Government of Canada (Treasury Board) **	Professional Assn. of Foreign Service Officers (Ind.)	980	B

** Federal jurisdiction

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Greater Niagara General Hospital Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	B
Halton Board of Education	CUPE (CLC) (caretakers and mainten- ance empls.)	220	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Halton Regional Police	Police Assn. (Ind.)	270	CO
Hamilton City Board of Education	CUPE (CLC) (caretakers, mainten- ance empls. and bus drivers)	246	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hastings County Board of Education	CUPE (CLC) (caretakers and mainte- ance empls.)	200	PCB
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	450	CO
Inco Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	750	B
Inco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (mine empls.)	11,750	WS
Inglis Ltd., Stoney Creek	Auto Workers (CLC) (production empls.)	680	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ARB
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	700	CO
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	ARB
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	210	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	268	CO
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	CO
Lakehead Terminal Elevators Assn., Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd., Warehouse and Divisional Dept., province-wide	Foodworkers (AFL-CIO/CLC)	400	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
London City Board of Education	CUPE (CLC) (custodians, full and part-time)	340	CO
McGraw-Edision Ltd., (Major Appliance Div.)	Electrical Workers (IUE) (AFL-CIO/CLC)	500	PCB
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	CO
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	220	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time empls.)	285	B(R)
Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (CLC) (production empls.)	670	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
National Grocers Co. Ltd., Hamilton, Kitchener, London, Orillia, Oshawa and Peter- borough	Retail, Wholesale Employees (AFL- CIO/CLC)	200	B
National Grocers Co. Ltd. (Warehouse, Transport Div., Ont. Food Terminal and Cash and Carry Operations), various locations	Teamsters (Ind.)	431	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	480	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	350	PCB
North Bay City Corp.	CUPE (CLC) (hourly-rated and salaried empls.)	212	B
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	PMB
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	MED
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	MED
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
North York Public Library Board	CUPE (CLC)	300	B
Northern Telecom Canada Ltd., Bramalea	Auto Workers (CLC) (production empls.)	1,515	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	ARB
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,000	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	4,300	B
Ontario Form Work Assn. (Residential Concrete Forming Contractors)	Intl. Operating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC)	200	PCB
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,000	B
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto	Cdn. Operating Engineers (CCU)	237	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARB
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	CO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	CO
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	B
Ottawa City Hydro-Electric Commission (Works Dept.)	CUPE (CLC)	200	MED
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCB
Ottawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,000	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	ARB
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assns. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	B
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Pedlar Industrial (Pedlar Castings Div.), Oshawa	Steelworkers (AFL-CIO/CLC) (production empls.)	400	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	PCB
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	590	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Pilkington Brothers (Canda) Ltd. (Pilkington Glass Mfg. Div.) Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production empls.)	550	CO
Pipe Line Contractors Assn. of Canada	Intl. Operating Engineers (AFL-CIO/CLC)	670	CO
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	800	B
Pipe Line Contractors Assn. of Canada	Teamsters (Ind.)	200	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	370	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	PCB
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	ARB
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	800	CO
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospital- tallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	PCB
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	ARB

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	375	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full part-time nurses)	250	B
Sarnia General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	246	ARB
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	CO
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	452	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	380	ARB
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	CO
Scarborough General Hospital, Toronto	OPSEU (Ind.)	220	B
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	250	MED
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,285	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	462	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Edbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Edbury Board of Education	Ontario Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
Edbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,035	B
Edbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB
Edbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	335	PCB
Edbeam Shoes Ltd., Port Colborne	Foodworkers (AFL-CIO/CLC)	200	B
Ednybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full- time nurses)	505	CO
Edtton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	230	CO
EdS Communications Services, Toronto	Communications Workers (CLC)	230	B
EdF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL- CIO/CLC)	320	B
Edunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250	CO
Edronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Edronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
Edronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nures)	795	ARB
Edronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,200	CO
Edronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	10,855	B
Edronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Edronto Public Library Bd.	CUPE (CLC)	400	B
Edronto Residential Concrete Forming Contractors	Labourers (AFL-CIO/CLC)	800	MED/WS
Edronto Sportwear Group and three other firms, Toronto	United Garment Workers (AFL-CIO/CLC)	240	B
Edronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,500	B
Edronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,300	CO

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	P
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly-rated empls.)	545	W
Union Gas Ltd. southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	M
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	765	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	B
University of Waterloo (Plant Operations and Food Services Depts.)	CUPE (CLC)	400	B
University of Windsor	Faculty Assn. (Ind.)	580	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	A
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	P
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	A
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,600	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	P
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	P
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Wellington County Board of Education	Ont. Secondary School Teachers' Fed.	510	B
Wentworth County Board of Education	CUPE (CLC)	200	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	PCB
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	850	B
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	CO
Windsor City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	PCB
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	CO
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	CUPE (CLC)	300	B
York Regional Police	Police Assn. (Ind.)	308	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	975	B
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CB
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	2,110	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	CB
Dominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL- CIO/CLC)	740	CO
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC) (printing operations group, non- supervisory empls.)	1,120	CB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS)(Ind.) (physical sciences group)	575	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (engineering and scientific support group)	8,065	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial adminis- tration group)	1,705	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non- supervisory)	13,265	B

** Federal jurisdiction

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,690	ARB
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance empls., etc.)	1,600	B
Northern Telecom Ltd., Nfld., N.S., N.B., Que. and Ont.	Cdn. Union of Communication Workers (Ind.) (eastern region hourly-rated installation and outside plant empls.)	600	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	14,045	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	CO
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	CO
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (uncertificated personnel)	525	B

Negotiations in Progress during May 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1979

Employer and Location	Union	No. of Empls.
Caldwell Linen Mills Ltd., Matilda	United Textile Workers (AFL-CIO/CLC)	334
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors)	650
Carleton University, Ottawa	Support Staff Assn. (Ind.)	650
Consolidated-Bathurst Inc., Braeside	Woodworkers (AFL-CIO/CLC)	230
Consumer Glass Co., Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700
Cooper Tool Group Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	325
The Globe and Mail (Circulation, Editorial and Maintenance-Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	230
Halton Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	220
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	450
Moore Corp., Moore Business Forms Div., Fergus	Printing and Graphic Communi- cations (AFL-CIO/CLC)	201
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto	Cdn. Operating Engineers (CCU)	237
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500
Peel Board of Education	Custodian and Maintenance Employees' Assn. (Ind.)	370
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	200
Pullman Trailmobile Canada Ltd., Brantford	Auto Workers (CLC)	535
Queen's University, Kingston	Kingston Heating and Maintenance Workers' Union (CLC)	230
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	462
TAS Communications Services, Toronto	Communications Workers (CLC)	230
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	320
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,500
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,300
Treasury Board of Canada	Public Service Alliance (CLC) (financial administration group)	1,176
Treasury Board of Canada	Economists, Sociologist and Statisticians Assn. (Ind.)	2,200
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	765

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in June 1979 (Cont'd)

Employer and Location	Union	No. Empl
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	71
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	39
University of Waterloo (Plant Operations and Food Services Dept.)	CUPE (CLC)	40
University of Windsor	CUPE (CLC) (service, maintenance and cafeteria empls.)	20
University of Windsor	Faculty Assn. (Ind.)	58

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
June 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

July 29, 1979



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Highlights

Mining and Primary Metal Industries Settlements. An 8½-month strike against Inco Metals Company ended in June, as the 17,640 members of Local 6500 of the United Steelworkers of America (USWA) at the company's Sudbury operations ratified a three-year renewal agreement. The previous Inco-USWA contract expired July 10, 1978, but the two parties decided to extend its provisions during the subsequent negotiations and the concurrent 6-week summer shutdown prompted by an excessive nickel inventory. The strike, which resulted in the loss of almost 2.2 million man-days of work, began on September 15 following the workers' rejection of two company offers - the first proposing to extend the old agreement for another year with a freeze on the cost-of-living allowance at 79 cents, and the second calling for a one-year contract with a 10 cent hourly increase including a 6-cent advance from the first COLA payment due in November.

One of the major issues in the Sudbury strike was Inco's proposal to decentralize the grievance procedure so that the third-stage case hearings would be dealt with at the location where the grievance arose. During further mediated negotiations, held intermittently since February 1979, the union's priorities also included improvements in wages, cost-of-living allowances, pensions, job security and a Cooperative Wage Study (CWS) system. The resultant three-year tentative pact reached in early May was again turned down by the workers. The main reasons for rejection were the lack of fold-ins of future COLA payments, a deferred implementation date of the CWS program and insufficient improvements in the key areas of wages, pensions and vacations in view of the lengthy strike. The final settlement, accepted by the workers three weeks later, included an increase in wages and benefits valued at \$4.07 per hour over the next three years, about 39 cents more than the package voted down in May.

The new agreement, running through May 31, 1982, provided a COLA fold-in of 79 cents and a general wage increase of 81 cents per hour, with 61 cents effective June 3, and an additional 10 cents plus a ½-cent increase in job increments payable in each of the second and third years. The workers also received a \$300 settlement bonus upon return to work. The settlement continued a revised cost-of-living escalator clause based on a .35 adjustment factor with 12 quarterly payments, to be incorporated into the wage rates after the first and second anniversaries of the agreement. Other major improvements included liberalized eligibility rules for three and four weeks of paid vacation, a higher vacation bonus, increased insurance benefits and full implementation of the CWS job evaluation program, which will produce higher wage levels in the final year of the agreement. In addition, significant new provisions were negotiated in the areas of pensions and earnings protection. Along with increases in monthly basic, alternate and disability pension benefits, the new contract provided for vesting of pensions after 10 years service and, effective in June 1981, a retirement option at any age on full pension after 35 years of service, or on a minimum alternate pension of \$600 per month after 30 years of service. A Long Term Disability Protection Plan and a Supplementary Unemployment Benefit Plan (SUB) were also negotiated for the first time.

Furthermore, the company consented to retain the existing grievance provisions and to renew a \$150,000 fund for a health research program.

Essentially the same package was approved three weeks later by 735 members of Local 6200 at Inco Metals nickel refinery in Port Colborne. The 35-month renewal agreement, replacing one that expired July 10, 1979, restored the common contract expiry date and wage-benefit parity undermined last year when the Port Colborne workers accepted the one-year offer eventually rejected by their Sudbury counterparts.

The Inco-Steelworkers agreement had a major impact on other negotiations in the industry, particularly on the concurrent bargaining at Falconbridge Nickel Mines. A three-year renewal agreement reached at the end of June between Falconbridge and USWA Local 6855, representing the company's 380 salaried employees in Sudbury, equalled the Inco monetary terms. However, the new agreement, retroactive to March 1, 1979, the day after the last contract expired, offered more up-front money in weekly earnings, because the union did not pursue an SUB fund. Meanwhile, the Mine, Mill and Smelter Workers Union, acting on behalf of 2,100 production workers at the Falconbridge Sudbury operations, resumed negotiations with the company on a reopener clause in their current agreement. The clause, included in the three-year contract accepted in November 1978, allowed renegotiation of most monetary and fringe benefit items for the second and third years, with the right to strike action following completion of conciliation proceedings. Most likely the Inco pattern will form a basis for their negotiations, since Falconbridge traditionally has matched the Inco settlement terms.

Other major mining and primary metal sector settlements concluded in June resulted in four renewal agreements affecting a total of 1,240 mine, mill and plant workers in various Ontario locations. Dome Mines and USWA Local 7580 concluded an agreement during a two-week work stoppage by 530 gold miners in South Porcupine. Despite a tentative settlement reached earlier in mediation, the workers went on strike without union approval to back demands for what they felt was a fair share in Dome's profits. The two-year agreement, effective June 15, 1979, provided an average increase of \$1.00 per hour over the initial 10 months and a further 79 cents per hour in two installments over the remaining 12 months of the contract ending April 17, 1981. It also included a pro-rated retroactive payment of \$225 per worker and improvements in fringe benefits. Willroy Mines and USWA Local 4584 settled in direct bargaining a three-year contract covering 220 workers at the Macassa Division in Kirkland Lake. They gained a three-step general wage increase of \$1.30 per hour plus a gold adjustment fold-in of \$1.00 per hour, a number of improvements in benefits and a revised gold adjustment escalator. Noranda Mines and the Canadian Base Metal Workers negotiated a two-year renewal agreement 2½ months prior to the August 1, 1979 expiry date of the previous contract. The new pact, covering 490 precious metal miners at the company's Geco Division in Manitouwadge, contained a two-step general wage increase of 48 cents per hour plus 2 cents in job increments, a new classification system representing an additional 4 cents in rate adjustments, and continued the existing COLA clause providing three fold-ins over the two years. Finally, Union Carbide Canada and the United Electrical Workers signed a one-year agreement reached in mediation. The agreement, ending a 6-week strike

by 585 hourly-rated employees at the Carbon Metal Products plant in Welland, provided a general wage increase of \$1.15 per hour (about 16 per cent) in two half-yearly stages and a 15-cent per hour adjustment for skilled tradesmen.

Urban Transit Settlements. A two-year renewal agreement was reached between the Toronto Transit Commission and the Amalgamated Transit Union (ATU), representing 7,100 employees of the TTC and its subsidiary Gray Coach Lines. The settlement was concluded in conciliation nine days before the June 30, 1979 expiry date of the existing contract. The early conclusion of negotiations, resulting in the first entirely voluntary agreement between the parties in more than five years, was mainly attributed to their use of the recently developed preventive mediation program of the Ontario Ministry of Labour, a service designed in part to improve union-management communications before formal contract negotiations begin. The relationship between the TTC and the union had been steadily deteriorating in the past few years, during which time the workers were legislated back to work after strikes in 1974 and 1978 and experienced AIB rollbacks in the intervening periods. The union entered the current negotiations seeking a minimum 8.1 per cent wage increase over one year and improvements in pensions and benefits, while the TTC was proposing 6.9 per cent, an increase in line with the prevailing offers for civic workers in the Toronto area.

The new TTC-ATU agreement gave the transit operators, collectors and maintenance employees a non-compounded general wage increase totalling 16.1 per cent implemented in four half-yearly stages. The increases are to be protected by a cost-of-living escalator tied to the Toronto CPI on a matching percentage basis, and triggered when the CPI rise matches the 16.1 per cent wage increase. Other changes included major improvements in pension and dental plans and increases in a number of allowances. The negotiated wage increases made the TTC operators the highest paid in eastern Canada. The first installment put them 5 cents ahead of the \$8.35 rate paid to drivers in Mississauga and the remaining three raises will result in a hourly rate of \$9.29 by January 1, 1981. Terms of the new agreement were extended simultaneously to the TTC's 212 clerical employees and mechanics engaged in separate rounds of negotiations for contracts to succeed those that expired March 31, 1979.

Also in June, 200 members of the ATU Division 616 at Transit Windsor ratified a two-year renewal agreement concluded in mediation. The contract, retroactive to March 1, 1979, included a three-step general wage increase of \$1.10 per hour (or 14.9 per cent) plus a 20-cent adjustment for skilled tradesmen. A COLA provision, which was suspended for the past two years, will be reactivated on March 1, 1980 to provide quarterly adjustments based on a .35 improvement factor. The wage increases brought the top bus operator's rate to \$8.18 during the final 9 months of the contract ending in February 1981. Among other improvements were higher health insurance and pension benefits.

In the meantime, direct negotiations continued between the City of Kitchener and its 210 transit employees represented by the Canadian Brotherhood of Railway Transport and General Workers. The previous one-year contract running through May 31, 1979 was settled

in arbitration following a work stoppage. The awarded non-compounded general increase of 7 per cent resulted in a top bus operator rate of \$7.35 per hour. [see pp. 89-90 of the February 1979 issue of this report for details.] The only other unresolved major 1979 transit workers' dispute involves 1,500 ATU members employed by the Ottawa-Carleton Transit Commission. The OC Transpo drivers, earning \$7.35 under a contract which expired last December, rejected in early June the management offer of a two-year contract with a total increase of 14.9 per cent, worked out in negotiations assisted by a federal conciliator. Subsequently, the union, which is seeking a one-year contract with an immediate 10 per cent raise, requested the appointment of a conciliation commissioner.

Gas Distribution Workers Settlement. Negotiations for a new joint contract settlement covering 1,115 members of the Oil, Chemical Workers and the Canadian Chemical Workers' Union, employed by Union Gas in 14 Southwestern Ontario locations, were finalized in mid-June. The settlement was reached in mediation during a series of rotating strikes, which began at the end of May following a two-month work-to-rule campaign staged by the workers to back their demands and protest stalled talks. At issue were wages, with the union asking for an increase of 22 per cent spread over two-years plus cost-of-living adjustments, to regain wage parity with gas-hydro utilities in other parts of the province. The company was proposing an increase of about 19 per cent in four installments over the two years.

The two-year settlement resulted in four renewal agreements providing a three-stage general wage and salary increase of 21.1 per cent, with the first installment of 9.9 per cent retroactive to January 1, 1979, the day after the previous contracts expired. In addition, there were improvements in shift and Sunday premiums, overtime provisions, dental plan, paid holidays and vacations, and increased safety equipment allowances.

At one of the Union Gas centres in Windsor, the company and the union attempted also to take advantage of the Ontario Ministry of Labour preventive mediation program. The program was useful and resulted in an improvement in communications between the parties at the local level, although solutions to problems of a company-wide nature would probably require an extension of the program to cover other Union Gas operations elsewhere.

Hospital Nurses Settlement. The first agreement in the current round of bargaining involving about 23,000 nurses across the province was reached through arbitration at the Kingston General Hospital. The previous two-year agreements at all the 134 hospitals involved expired on September 30, 1978. Before the negotiations commenced, the Ontario Hospital Association acting on behalf of the hospitals and Ontario Nurses Association (ONA) representing the nurses, failed once more to reach an accord on any form of joint bargaining procedure. In consequence the ONA resumed separate negotiations on a hospital-by-hospital basis. The nurses' initial bargaining goal was a 10 per cent salary increase over one year, of which 8 per cent was designed to offset inflation and the remainder to reflect increased

productivity, a formula that paralleled the first year increase in the recent railway workers settlement. Along with other improvements, the nurses also sought a professional responsibility clause as a solution to persisting workload problems. The clause, already provided in a few hospital contracts, established a formal complaint procedure in the event of excessive work assignment practices.

The Kingston General Hospital, which offered its 500 full- and part-time nurses a 4 per cent increase per year and a new method of automatic advancement with experience, was the first to reach the arbitration stage. The award released on June 20, provided a general salary increase of 7 per cent in each year of a two-year agreement, bringing the starting rate for a registered nurse from \$1,270 to \$1,360 per month, increasing to \$1,450 on October 1, 1979. Other features of the award included higher shift premiums and responsibility allowances, improvements in sick leave and health care plans, a new dental plan with premium costs shared equally by the employer and the employees, as well as the sought after responsibility provision.

The Kingston award established a settlement pattern which most likely will be extended to cover the remaining 133 public hospitals. Of the 40 major bargaining situations, each covering 200 or more nurses and representing over two-thirds of the total number of nurses involved in the present negotiations, 14 units have taken their differences to arbitration, 10 were either at the conciliation or post-conciliation stage and, at the end of June the remaining 16 were still involved in direct bargaining.

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FOOD AND BEVERAGE

Silverwood Industries Limited, Silverwood Dairies Division at Toronto - Local 101, Canadian Union of Operating Engineers and General Workers (CCU):
A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	General Increases	\$35	\$30
	General Labour	\$301.24 (\$266.24)	\$331.24
	Electrician	\$336.24 (\$301.24)	\$366.24
Paid Vacation:	4 weeks at 8% after 14 (15) years' service, 5 weeks at 10% after 24 (25) years. Effective April 1, 1980, 6 weeks at 12% after 30 years (new).		
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1979, \$8,000 (\$5,000) coverage.		
	<u>Weekly Indemnity</u> - Benefits equivalent to UIC benefits with a minimum of \$160 per week. (Previously, 66 2/3% of basic wages to UIC maximum.) Payable on a 1-4-39 basis. Effective July 1, 1979, payable on a 1-4-52 basis.		

Rowntree Mackintosh Canada Ltd. at Toronto - Local 461, Retail Wholesale Employees (AFL-CIO/CLC) (750 production and maintenance employees): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>
	General Increases	9%	8%
	Adjustments & Reclassifications*		
	Job Grade D-2 (includes General Labourer-Heavy)	\$5.07-\$5.250 (\$4.65-\$4.815)	\$5.48-\$5.67
	Carpenter	\$8.150-\$8.500 (\$7.005-\$7.325)	\$8.80-\$9.18
	Electronics Technician	\$9.950-\$10.250 (\$7.505-\$ 7.820)	\$10.75-\$11.07

*Skilled trades schedule restructured. Previously 3 steps, now 2. Various adjustments applied. Grades G & F light production work upgraded to E. High speed wrapping machine operator upgraded in lieu of previous bonus. 10¢ adjustment for lead hands.

AIB Rollback/
Previous
Agreement: Rated reduced by 5¢.

Cost of Living Allowance: 1½¢ for each 1/2% rise above a 3% increase in the Consumer Price Index - 1971=100. Calculated and folded in every 6 months. Capped at 20¢ per contract year. (Previously, 1¢ per 1/2% rise above a 3½% increase. Capped at 6¢ every 6 months. 5¢ generated and folded in September 1, 1978.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective March 1, 1980, 0-22¢-33¢ (0-20¢-30¢).

Work on a Holiday: Double time (time and one-half) plus holiday pay.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in 1979, 3 weeks after 5 (6) years' service. Effective in 1980, 4 weeks after 13 (14) years and 5 weeks after 22 (23) years. 2 weeks after 1 year (unchanged).

Health and Welfare: Life Insurance - \$25,000 maximum (previously, 1 year's salary) coverage.

Dental Plan (new) - Employer pays 100% of cost of premiums for a plan with basic coverage. No deductible. 50/50 co-insurance. Payments are based on the 1979 Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$25 (\$20) in the first year of the agreement. Effective in the second year, \$50.

Tool Allowance: \$70 to \$110 per year according to trade. (Previously \$70 per year.)

Kellogg Salada Company Limited at Rexdale - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	Increases	9% with a minimum of 55¢	9% with a minimum of 55¢
	Category 2 (Packing Operator)	\$5.71 (\$5.16)	\$6.26
	Category 10 (includes Electrician)	\$8.25 (\$7.57)	\$8.99

Shift Premium: Effective April 1, 1980, 0-25¢-25¢ (0-22¢-22¢).

Paid Vacation: 4 weeks after 12 (15) years' service.

Health and Welfare: Life Insurance - \$2,000 (\$1,000) coverage per year of service to a maximum of \$10,000 (\$8,000).

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

TEXTILE

Caldwell Consumer Products, Dominion Textile Incorporated (formerly Caldwell Linen Mills Ltd.) at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 27-month renewal agreement effective from July 1, 1979 to September 30, 1981, covering 334 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/79</u>	<u>May 1/80</u>	<u>Mar. 1/81</u>
	Increases	31¢-45¢	28.5¢-45¢	27¢-45¢
	Labourer	\$4.24 (\$3.85)	\$4.60	\$4.94
	Stationary Engineer 2nd Class	\$6.97 (\$6.52)	\$7.42	\$7.87

Shift Premium: 0-7¢-11¢ (0-5¢-9¢). Effective July 1, 1981, 0-9¢-13¢.

Paid Holidays: 1 floating day is added for a total of 12 days.

Paid Vacation: 3 weeks after 5 (10) years' service and 4 weeks after 18 (25) years.

Vacation Pay: 6% (5%) after 5 years' service, 7% (6.5%) after 10 years, 8% (7.5%) after 15 years, 9% (8.5%) after 20 years and 10% (9.5%) after 25 years.

Health and Welfare: Life Insurance and OHIP - Employer pays 50% of the cost of any future increases in premiums. Life Insurance coverage increases to \$5,000 (\$2,000).

Weekly Indemnity - Benefit is 60% of earnings to a maximum of \$100 (\$70) per week.

Dominion Textile Inc. Long Sault Fabrics Plant and Long Sault Yarns at Long Sault - Locals 468 and 469, United Textile Workers (AFL-CIO/CLC): Two 27-month renewal agreements effective from June 19, 1979 to September 30, 1981, covering 500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 16/79</u>	<u>Dec. 30/79</u>	<u>Nov. 16/80</u>
	Increases	41¢-47¢	35¢-45¢	35¢-41¢
	Lift Truck Operator	\$4.765 (\$4.355)	\$5.115	\$5.465
	Stationary Engi- neer 2nd Class	\$6.470 (\$6.000)	\$6.920	\$7.330

Sunday Premium: For employees not on a seven day operation schedule, 100% (50%) premium for each hour.

Paid Vacation: 3 weeks after 5 (10) years' service and 4 weeks after 18 (20) years.

Vacation Pay: Effective December 12, 1979, 5% after 3 (5) years, 6% after 5 (8) years, 7% after 12 (13) years, 8% after 15 (17) years, 9.5% (9%) after 20 years and 10% (9.5%) after 25 years.

Effective November 16, 1980, 4.5% after 1 year, 6.5% after 8 years.

Jury Duty (new): Employer pays difference between jury duty fees and regular wages.

Health and Welfare: Life Insurance - \$5,000 (\$2,000) coverage.

Weekly Indemnity - Benefits increase to 60% of earnings to a maximum of \$100 (\$90) per week payable on a 1-5-26 (1-5-15) basis.

Semi-Private Hospitalization - Dependents include unmarried children under 21 (19) years of age.

PAPER AND ALLIED

Abitibi Paper Company Limited, Abitibi Containers Division at Pembroke - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>June 1/79</u>	<u>Oct. 1/79</u>
	General Increases	48¢		22¢
	Additional Adjustments		1¢-5¢ for some classifications	
	Labour	\$5.38 (\$4.90)	\$5.38	\$5.60
	Die Mounting Printing	\$5.52 (\$5.04)	\$5.57	\$5.79
	Factory Mechanic A	\$5.79 (\$5.31)	\$5.79	\$6.01
	Effective	<u>Apr. 1/80</u>	<u>Oct. 1/80</u>	
	General Increases	30¢	10¢	
	Labour	\$5.90	\$6.00	
	Die Mounting Printing	\$6.09	\$6.19	
	Factory Mechanic A	\$6.31	\$6.41	

Shift Premium: Effective June 1, 1979, 0-15¢-25¢ (0-15¢-20¢).

Paid Vacation: Effective in 1979, 5 weeks after 22 (25) years' service.

Supplementary Paid Vacation: Effective in 1979, employees with 25 years of service receive the following additional vacation (new),

Age 60 - 1 week

Age 61 - 2 weeks

Age 62 - 3 weeks

Age 63 - 4 weeks

Age 64 - 5 weeks

Health and
Welfare:

Weekly Indemnity - Effective October 1, 1979, benefits increase to 66 2/3% of weekly earnings to a maximum of \$160 (\$100) per week, payable for 26 weeks.

Atlantic Packaging Products Limited at Scarborough - Local 466, Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from February 10, 1979 to February 9, 1981, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Feb. 10/79	Feb. 10/80
General Increases		55¢	7% to a maximum of 60¢
Take-off Help		\$5.20-\$5.85 (\$4.65-\$5.30)	\$5.56-\$6.26
Electrician Class 2		\$7.90-\$8.46 (\$7.35-\$7.91)	\$8.45-\$9.05

Probationary period is 60 days. Maximum rate for Take-off Help is reached after 6 months and for Electrician Class 2 after 1 year.

Paid Vacation: 3 weeks after 6 (7) years' service. Effective February 10, 1980, 4 weeks after 15 (18) years.

Bereavement Leave: 1 day's paid leave upon death of brother-in-law or sister-in-law (new).

Health and Welfare: Life Insurance - \$3,500 - \$12,000 (\$1,500-\$8,000) depending on length of service.

Weekly Indemnity - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$177 (\$113), payable on a 1-4-36 (1-4-26) basis.

Dental Plan - Employer pays 100% of cost of premium for new basic dental plan based on 1979 Ontario Dental Association fee schedule.

Long Term Disability - Employer pays 100% of premium costs for plan providing benefits of 50% of average monthly earnings to a maximum of \$600 per month starting after 52nd week of sickness (new).

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers Union of Canada (600 plant production employees): A 12-month agreement on wages and pension as the result of a reopener provision. Effective July 2, 1979 to June 30, 1980. Settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 2/79
General Increase		8.5%
General Factory Help		\$3.94-\$4.07 (\$3.63-\$3.75)

	<u>July 2/79</u>
Head Machinist	\$8.22-\$9.49 (\$7.58-\$8.75)
Head Pressman	\$9.81-\$12.02 (\$9.04-\$11.08)

Pension Plan: Basic Benefit - \$6 (\$5) per month per year of service.

PRIMARY METAL

Union Carbide Canada Ltd. (Carbon Metal Products) at Welland - Local 523, Electrical Workers (UE) (CLC) (585 hourly employees): A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>
	General Increases	\$1	15¢
	Skilled Trades Adjustment	15¢	
	Janitor	\$7.68 (\$6.68)	\$7.83
	Tradesman "A"	\$9.75 (\$8.60)	\$9.90

Health and Welfare: Non-occupational Disability Pay Plan - Benefit increases to \$190 (\$160) per week.

Dental Plan - Payments are based on the 1979 (1976) Ontario Dental Association fee schedule.

Inco Metals Company, a Unit of Inco Ltd., at Port Colborne - Local 6200, Steelworkers (AFL-CIO/CLC) (735 hourly-rated employees): A 35-month renewal agreement effective from July 10, 1979 to May 31, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

Except where noted, changes and conditions are similar to those reported for Inco at Sudbury.

Wages:	Effective	<u>July 10/79</u>	<u>July 10/80</u>	<u>July 10/81</u>
	COLA Fold-in	\$1.11 *	Any outstanding float	
	General Increases	19¢	10¢	10¢
	Job Step Increments		13¢ (12.5¢)	13.5¢
	Step 1 (Base Labour)	\$7.400 (\$6.100)	\$7.500	\$7.600

	<u>July 10/79</u>	<u>July 10/80</u>	<u>July 10/81</u>
Step 16	\$9.275	\$9.450	\$9.625
(1st Class Trades)	(\$7.975)		

* 79¢ generated from the 1975-1978 agreement and 32¢ generated from the 1978-1979 agreement.

Settlement Pay: None.

Health and Welfare: Sickness and Accident - Effective January 1, 1980, \$190 (\$175) per week. Effective January 1, 1981, \$205.

Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Supplementary Unemployment Benefit Plan: Instituted in previous agreement (unchanged).

METAL FABRICATING

Royal Canadian Mint at Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man. - Public Service Alliance (CLC) (505 production and office employees):
A 15-month renewal agreement effective from July 5, 1979 to September 30, 1980, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Dec. 1/79</u>
General Increases		8%	8%
	<u>Hourly Rates</u>		
Messenger		\$5.59 (\$5.18)	\$6.04
Electrician		\$9.27 (\$8.58)	\$10.01
	<u>Annual Rates</u>		
Order Process Clerk		\$10,236-\$11,169 (\$ 9,478-\$10.342)	\$11,055-\$12,063
Draftsman		\$15,999-\$17,783 (\$14,814-\$16,466)	\$17,279-\$19,206

NOTE: Messenger classification previously sub-divided into two groups - now one.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-22¢-25¢).

Acting Pay: Qualifying period of 1 (2) day(s) for salaried employees and 4 hours (1 day) for hourly employees.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. Effective October 1, 1979, 3 weeks after 2 (3) years. 2 weeks after 1 year, 6 weeks after 30 years (unchanged).

Adoption Leave 1 day's paid leave.
(new):

Bereavement Spouse's grandparent added for 1 day's paid leave.
Leave:

Hearing Provided where necessary.
Protection
(new):

American Hoist of Canada Limited at Brampton - Local 1285, Auto Workers (CLC): A
24-month first agreement effective from June 9, 1979 to June 8, 1981,
covering 225 employees, settled at the post conciliation bargain-
ing stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 9/79</u>	<u>June 9/80</u>
	General Increases	55¢	50¢
	<u>Canameque Equipment</u>		
	General Labourer	\$5.30	\$5.80
	Welder/Fitter	\$8.42	\$8.92
	<u>Machine Shop Plant #7</u>		
	General Labourer	\$5.55	\$6.05
	Toolmaker A	\$8.83	\$9.33
	<u>Fabricating Plant No. 3</u>		
	General Labourer/ Helper	\$6.05	\$6.55
	Inspector/Welder/ Fitter	\$9.25	\$9.75

Note: The sample rates shown represent 3 of the 12 departments
covered under this agreement.

Hours of Work: 40 hours per week.

Probationary 90 calendar days' service within 12 consecutive months.
Period:

Shift Premium: 0-20¢-25¢.

Overtime Pay: Time and one-half after 8 hours per day and for all hours on
Saturday except from 12:00 a.m. to 12:30 a.m. on the Friday 4:00
p.m. shift. Double time on Sundays.

Reporting Pay: Minimum of 4 hours' pay.

Holiday Pay: Double time for all hours worked.

Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, ½ day on December 24 and 31, Christmas Day and Boxing Day for a total of 10 days. Effective in the second year ½ day on December 31 is added.
Paid Vacation:	2 weeks after 1 years' service, 3 weeks after 7 years and, 4 weeks after 15 years. Effective June 9, 1980, 3 weeks after 6 years.
Bereavement Leave:	Up to 3 days' paid leave in the event of the death of a parent, spouse, child, brother, sister, grandparent, mother-in-law, father-in-law or grandchild.
Paid Education Leave:	Employer contributes 1¢ per hour per employee for all regular hours worked, for the purpose of upgrading skills in aspects of Trade Union functions.
Jury Duty Leave:	Employer pays the difference between regular salary and any fees received.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Employer pays 100% of the cost of premiums for a plan which provides \$8,000 coverage. Effective June 9, 1980, \$9,000. <u>Weekly Indemnity Plan</u> - Employer pays 100% of the cost of a plan which provides benefits of 70% of average weekly earnings to a maximum of \$160 per week.
Injury Allowance:	Employer pays the balance of the shift on which the injury occurs, if the employee is unable to continue work.

TRANSPORTATION EQUIPMENT

Pullman Trailmobile Canada Ltd. (formerly, Canadian Trailmobile Ltd.) at Brantford
- Local 397, Auto Workers (CLC) (550 hourly-rated employees): A 36-month renewal agreement effective from June 1, 1979 to May 31, 1982, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/79	June 1/80	June 1/81
COLA Fold-in		55¢	55¢	
Average Increases		46¢	14¢	15¢
Job Group 1 (includes Janitor)		\$7.28 (\$6.53)	\$7.96	\$8.10
Job Group 12 (includes Non-Ferrous Welder)		\$8.08 (\$6.93)	\$8.78	\$8.93
Job Group 16 (includes Tool & Die Maker)		\$8.58 (\$7.58)	\$9.29	\$9.45

Wage Schedule - Restructured. Now 16 job groups. (Previously 10 with a separate skilled trades schedule. Previous rates shown refer to former classifications, not job groups.) All rates shown are top of progression. New progression schedule for skilled trades - one 50¢ step after 45 days worked; for others - three 40¢ steps at 45 day intervals.

Cost of Living Allowance: \$1.21 was generated under the previous agreement. \$1.10 of this is folded in as scheduled above and 11¢ continues to float.

1¢ per 0.34 (0.35) point change in the Consumer Price Index - 1971=100. To be adjusted quarterly.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective September 2, 1979, 0-18¢-20¢ (0-16¢-16¢).

Work on Holiday: Double time (time and one-half).

Paid Holidays: 1 floater day is added to be taken at Christmas 1980, for a total of 14 days.

Paid Vacation: 3 weeks at 6% after 6 (7) years' service. 2 weeks at 4% after 1 year, 3 weeks at 7% after 15 years, 4 weeks at 8% after 17 years, 4 weeks at 9% after 22 years, 5 weeks at 10% after 25 years (all unchanged).

Health and Welfare: Life Insurance - Effective June 1, 1980, between probation and 1 year of service: \$10,000 (\$9,000) coverage. Effective June 1, 1981, \$11,000. Effective June 1, 1980, \$11,000 (\$10,000) coverage for employees with 1 or more years of service. Effective June 1, 1981, \$12,000.

Retirees Life Insurance - \$2,000 (\$1,000) coverage.

Weekly Indemnity - 66 2/3% (60%) of insurable earnings. Payable on a 1-8-52 (1-8-39) basis.

Dental Plan (new) - Basic plus other coverage. Payments are based on the 1979 Ontario Dental Association fee schedule. Cost shared. 3¢ per hour to be diverted from future COLA adjustments.

Pension Plan: Basic Monthly Benefit - Effective January 1, 1980, \$9 (\$8) per year of service. Effective January 1, 1981, \$9.50. Effective January 1, 1982, \$10.

Supplementary Monthly Benefit - \$6 (\$3.75) per year of service.

Current Retirees - Benefits to be upgraded to uniform level.

Meal Allowance: Truck drivers allowance increased to \$4 for breakfast, \$4 for lunch and \$8 for dinner.

Reporting Allowance: Truck drivers - minimum 8 (4) hours' pay; all others 4 hours (unchanged).

Safety Shoe Allowance: \$20 (\$12) once per year. \$10 additional for spray painters for a second pair if required (new).

Union Security: All employees must become and remain members of the union. (Previously, compulsory check-off but no requirement to join.)

Paid Education Union Leave (new): Employer funded - 1¢ per hour worked.

AP Parts of Canada Limited at Rexdale - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from May 3, 1979 to April 30, 1981, covering 275 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Settlement Pay - \$25 to all employees on the active payroll May 2, 1979 and June 14, 1979.

Effective	<u>May 3/79</u>	<u>May 3/80</u>
General Increases	60¢	55¢
Utility Man	\$6.86 (\$6.26)	\$7.41
Electrical General Maintenance and Machine	\$8.62 (\$8.02)	\$9.17

Shift Premium: 0-18¢-22¢ (0-16¢-20¢).

Paid Vacation: Effective June 1, 1979, 5 weeks (new) after 25 years' service. Effective June 1, 1980, 3 weeks after 5 (6) years and 4 weeks after 13 (15) years.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective May 3, 1980, \$12,000.

Weekly Indemnity - Effective July 1, 1979, benefits increase to \$140 (\$130) per week, payable on a 1-1-4-39 basis. Effective May 3, 1980, \$150 per week.

Dental Plan - Effective July 1, 1979, benefits are comparable to Green Shield Preventative Plan Plus 3 (previously basic) based on 1978 (1976) Ontario Dental Association fee schedule. Effective May 3, 1980, 1979 ODA fee schedule.

Vision Care Plan - Effective May 3, 1980, employer pays 100% of premium costs for plan providing maximum benefit of \$45 every 24 months (new).

Pension Plan: Effective January 1, 1981, employer pays 100% of cost of plan providing a basic benefit of \$3.50 per month, per year of service to a maximum of 26 years of past and future service (new).

Safety Shoe Allowance: Effective July 1, 1979, \$14 (\$12) annually. Effective May 3, 1980, \$17.

Safety Glasses: For present employees, employer pays 100% of cost of regular or prescription glasses (new).

Upon completion of probationary period, employer pays 100% of cost of regular glasses and 50% of cost of prescription glasses for new employees (new).

Protective Clothing: Employer pays 50% of cost per year for protective clothing for spot welders and multi-spot welders (new).

Motor Wheel Corporation of Canada Ltd. at Chatham - Local 127, Auto Workers (CLC) (650 production and maintenance employees): A 36-month renewal agreement effective from May 8, 1979 to May 7, 1982, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 8/79</u>	<u>May 8/80</u>	<u>May 8/81</u>
	COLA Fold-in	84¢		
	General Increases	75¢	45.5¢	40¢
	Skilled Trades Adjustments	30¢	20¢	20¢
	Material Handler	\$7.725 ((\$6.135))	\$8.18	\$8.58
	Assembly Machine Set-Up Man	\$8.325 ((\$6.735))	\$8.78	\$9.18
	Electrician	\$9.825 ((\$7.935))	\$10.48	\$11.08

Cost of Living Allowance: Effective in the first and second years, 1¢ per 0.35 (0.4) point change in the Consumer Price Index - 1971=100. Effective in the third year, 1¢ per 0.3 change in the C.P.I. To be adjusted quarterly.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-30¢ (0-17¢-19¢).

Paid Holidays: Christmas period "floater" is added in the first year for 14 days. Heritage Day is added in the second year for 15 days.

Paid Vacation: 4 weeks after 10 years' service (new) and 3 weeks at 7% (6%) after 5 years. 2 weeks after 1 year (unchanged).

Health and Welfare: Life Insurance - \$10,000 (\$9,000) coverage. Effective May 8, 1980, \$12,000.

A.D. & D. - \$8,000 (\$5,000) coverage.

Sickness and Accident - Follows U.I.C. maximum on a 1-1-8 basis. (Previously, \$90 per week on a 1-8 basis - not integrated with U.I.C.)

Long Term Disability (new) - \$550 maximum per month less statutory offsets. Pays on a "time for time" basis to age 65.

Extended Health Care (new) - Employer-paid.

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule. Additional coverage.

Pension Plan: Basic Monthly Benefit - \$7 (\$6.50) per year of service for retirements on or after May 8, 1979. Effective May 8, 1980, \$7.50. Effective May 8, 1981, \$8.

Present Pensioners - Benefits increase 50¢ for each year of service.

Paid Education Leave (new): Employer contributes 1¢ per hour worked.

Safety Shoe Allowance: \$20 (\$10) per year.

ELECTRICAL PRODUCTS

Sunbeam Corporation (Canada) Limited at Toronto - Local 566, Electrical Workers (UE) (CLC)*: A 24-month first agreement effective from April 1, 1979 to March 31, 1981, covering 335 employees, settled with mediation assistance. Duration of negotiations - 4 months.

*The United Electrical Workers replaced the Federal Labour Union as the bargaining agent on April 11, 1979.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Sept. 1/79</u>
	Increases	55¢ for non-incentive employees; 40¢ for incentive employees	10¢
	Additional Adjustment	15¢ Attendance Bonus	
	General Labourer	\$5.89-\$6.03 (\$5.19-\$5.33)	\$5.99-\$6.13
	Toolmaker	\$8.13 (\$7.43)	\$8.23
	Effective	<u>Apr. 1/80</u>	<u>Sept. 1/80</u>
	Increases	50¢ for non-incentive employees; 40¢ for incentive employees	10¢
	General Labour	\$6.49-\$6.63	\$6.59-\$6.73
	Toolmaker	\$8.73	\$8.83
	Probationary period is 60 days. Maximum rate for General Labour is reached after 3 months.		
Paid Holidays:	1 (½) day before Christmas Day and New Year's Day is added for a total of 12 days.		
Bereavement Leave:	Grandchildren and grandparents are included in up to 3 days' paid leave. 1 day's paid leave (new) for employees unable to attend the funeral of a relative overseas.		
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the current Ontario Dental Association fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$6.50 (\$6.00) per month per year of service. Effective April 1, 1980, \$7.50 per month per year of service. <u>Accrued Service (new)</u> - To date of retirement, from age 30 to age 65.		
Safety Shoe Allowance:	Maximum of \$30 (\$25) per year.		

Inglis Ltd. at Stoney Creek - Local 525, Auto Workers (CLC) (670 plant employees):

A 36-month renewal agreement effective from June 17, 1979 to June 16, 1982, settled at the conciliation officer stage. Duration of negotiations - 3 months. Previous agreement was to expire in July 14, 1979.

Wages:	Effective	<u>June 17/79</u>	<u>June 15/80</u>	<u>June 14/81</u>
COLA Fold-in		75¢		
General Increases		20¢	20¢	15¢
Skilled Trades Adjustments		20¢	15¢	15¢
Assembler "B"		\$6.98 (\$6.03)	\$7.18*	\$7.33
Lift Truck Operator		\$7.38 (\$6.43)	\$7.58*	\$7.73*
Electrician-Electronics I		\$10.37 (\$9.22)	\$10.72	\$11.02*
*Plus 15¢ guaranteed COLA				
Cost of Living Allowance:	1¢ per 0.35 point rise in the Consumer Price Index 1971=100. To be adjusted quarterly. Guaranteed 15¢ in the second and third year. (Unchanged.)			
Hours of Work:	40 per week (unchanged).			
Shift Premium:	Effective June 17, 1979, 0-19¢-25¢ (0-18¢-24¢). Effective June 15, 1980, 0-20¢-26¢. Effective June 14, 1981, 0-21¢-27¢.			
Call-in Pay:	Minimum 4 (3) hours' pay. Applicable transportation allowance of 21¢ (17¢) per mile between residence and plant.			
Paid Holidays:	1 floater day is added for a total of 12 days.			
Paid Vacation:	Effective June 15, 1980, 4 weeks (new) after 12 years' service. 2 weeks after 1 year and 3 weeks after 5 years (unchanged).			
Bereavement Leave:	Grandchild is added to 1 day leave provision.			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective June 17, 1979, \$9,000 (\$8,500) coverage. Effective June 15, 1980, \$9,500. Effective June 14, 1981, \$10,000. <u>Sickness and Accident</u> - 66 2/3% of weekly insurable earnings to U.I.C. maximum. (Previously, not integrated; paid \$135 per week). <u>Dental Plan</u> - Agreed to in principle in the previous contract. Provides basic, preventative and surgical coverage. Employer-paid.			
Pension Plan:	<u>Basic Monthly Benefit</u> - Effective June 17, 1979, \$7.50 (\$6.00) per year of service to a maximum of 30 years. Effective June 15, 1979, \$8.50. Effective June 14, 1981, \$9.00.			
Prescription Safety Glasses:	\$20 (\$15) every 3 years plus \$20 (\$15) for replacements if broken on job.			
Safety Shoe Allowance:	\$20 (\$10) per year.			

GTE Automatic Electric (Canada) Ltd. at Brockville - Local 526, Electrical Workers (IUE) (AFL-CIO/CLC) (735 hourly plant employees): A 12-month renewal agreement effective from May 12, 1979 to May 11, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 12/79</u>	<u>Nov. 11/79</u>
	General Increases	50¢	10¢
	Assembler (Labour Grade 1)	\$6.45-\$6.63 (\$5.95-\$6.13)	\$6.55-\$6.73
	Tool and Die Maker (Labour Grade 23)	\$7.56-\$8.23* (\$7.06-\$7.73)	\$7.66-\$8.33
	Tool Inspector (Labour Grade 27)	\$8.06-\$8.88* (\$7.56-\$8.38)	\$8.16-\$8.98
Settlement Pay:	Effective June 24, 1979, \$120 in lieu of retroactivity.		
Cost of Living Allowance:	Suspended (unchanged).		
Hours of Work:	40 per week (unchanged).		
Paid Holidays:	12 (11) days.		
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks after 22 (23) years. 2 weeks after 1 year and 3 weeks after 5 years (unchanged).		
Bereavement Leave:	1 day's paid leave for grandchild (new).		
Health and Welfare:	<u>OHIP</u> - Employer pays a maximum of \$20 (\$19) per month for single coverage and \$40 (\$38) for employees with dependants. <u>Blue Cross Extended Health Care Plan</u> - Employer pays a maximum of \$2.50 (\$1.90) per month single coverage and \$6.75 (\$5.10) for employees with dependants. <u>Blue Cross Semi-Private Hospital Insurance</u> - Employer pays a maximum of \$1.50 (\$1.25) per month for single coverage and \$3 (\$2.50) for employees with dependants.		
Pension Plan:	\$10.50 (\$10) per month per year of service.		
Meal Allowance:	\$1.75 (\$1.50).		
Safety Footwear Allowance:	Lesser of \$17 (\$15) per pair or 50% of cost, for 2 pairs per year.		
Tool Allowance (new):	5¢ per hour added to maximum of labour grade 21 and above.*		

NON-METALLIC MINERAL PRODUCTS

Consumers Glass Company Ltd. at Toronto and Bramalea - Local 200, Glass and Ceramic Workers (AFL-CIO/CLC) (680 plant and warehouse employees): A 24-month renewal agreement effective from June 20, 1979 to June 19, 1981, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	June 20/79	June 20/80
	General Increases	56¢	60¢
	Skilled Trades Adjustments	10¢	5¢
	Additional Adjustments	10¢ for Storemen and Day Inspectors	
	Labourer	\$7.21 (\$6.65)	\$7.81
	Pipefitter	\$8.30-\$8.66 (\$7.64-\$8.00)	\$8.95-\$9.31
	Electrician	\$8.54-\$8.78 (\$7.88-\$8.12)	\$9.19-\$9.43
Cost of Living Allowance:	1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Calculated quarterly. Triggers if the CPI increases by more than 8% beyond the May 1980 base. (An average increase June 20, 1978, equivalent to the 2.8% increase in the CPI over the AIB's Basic Protection Factor of 6%.)		
Hours of Work:	42 hours per week for continuous shifts; 40 hours for intermittent and continuous day workers (unchanged).		
Shift Premium:	0-15¢-23¢ (0-13¢-20¢).		
Paid Holidays:	12 days (unchanged).		
Paid Vacation:	4 weeks at 9½% after 13 (14) years' service and 5 weeks at 12% after 24 years (new). 2 weeks at 4½% after 1 year and 3 weeks at 7% after 5 years (unchanged).		
Health and Welfare:	<u>Life Insurance for Retirees</u> - \$2,500 (\$2,000) coverage. <u>Weekly Indemnity</u> - Benefits follow U.I.C. maximum. (Previously, \$122.50 and not integrated with U.I.C.). Allowance for doctor fees for completion of weekly indemnity forms - \$5 per claim to a maximum of \$15 per year (new). <u>Prescription Glasses</u> - Maximum \$60 (\$40) every 2 years. <u>Dental Plan (new)</u> - Employer pays 100% of the cost of premiums for a plan which includes basic, surgical, endodontic, and periodontal services. \$25 single/\$50 family deductible. Follows current Ontario Dental Association fee schedule. Maximum \$1,000 per person per year.		
Safety Shoe Allowance:	\$25 (\$21) maximum per year.		
Tool Allowance:	\$85 (\$75) per year.		

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont of Canada Ltd., at Maitland - Local 28, Canadian Chemical Workers (Ind.) (600 hourly paid plant employees): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>
	Increases	59¢-77¢	51¢-67¢
	Labourer	\$6.84 (\$6.25)	\$7.35
	Operator	\$8.77 (\$8.00)	\$9.44
	Electrician 1st Class	\$8.97 (\$8.20)	\$9.64

Previous rates include a 20¢ adjustment effective May 1, 1978.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-25¢-35¢ (0-22¢-30¢).
12-Hour Shift Premium:	40¢ (35¢) per hour.
Sunday Premium:	\$1.05 (90¢) per hour.
Leading Hand and Instructor Premium:	40¢ (33¢) per hour.
Work on Holiday:	Double time for all hours worked (time and one-half for 8 hours, double time thereafter).
Paid Holidays:	12 (11) days.
Jury Duty:	Regular pay plus jury duty pay. (Previously, regular pay less jury fees.)
Meal Allowance:	\$3 (\$2.50).
Metric Tool Allowance (new):	1/3 of cost.
Safety Shoe Allowance:	\$40 for the first pair, \$20 (\$15) subsequent pairs.

MINES

Dome Mines Ltd. at South Porcupine - Local 7580, Steelworkers (AFL-CIO/CLC) (530 mine, mill and plant employees): A 24-month renewal agreement effective from April 18, 1979 to April 17, 1981, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 15/79</u>	<u>Apr. 18/80</u>	<u>Oct. 1/80</u>
	Increases	93¢-\$1.07	47¢-63¢	25¢
	Class 1 (includes Surface Labourer)	\$6.45 (\$5.52)	\$6.92	\$7.17
	Class 8 (includes Mechanic 2nd Cl.)	\$7.08 (\$6.08)	\$7.62	\$7.87

	<u>June 15/79</u>	<u>Apr. 18/80</u>	<u>Oct. 1/80</u>
Class 14 (includes Electrician 1st Cl.)	\$7.64 (\$6.58)	\$8.25	\$8.50

Class 15 contains leader classifications. New student rate - \$5.55 (\$5).

Retroactivity:	\$225 pro-rated according to shifts worked for employees on the payroll on April 17, 1979. Students - 50¢ for each hour worked. \$1 per hour paid for each hour of overtime worked since April 18, 1979 by any employee.
Hours of Work:	40 per week (unchanged).
Shift Premium:	0-20¢-25¢ (0-15¢-20¢).
Sunday Premium:	50¢ (40¢) per hour.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	3 weeks after 6 (7) years' service and 4 weeks after 16 (17) years. 2 weeks after 1 year (unchanged). Effective April 18, 1980, 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks (new) after 25 years.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$7,000 (\$5,000) coverage in the first year and \$8,000 in the second. Coverage is effective from the date of hiring (previously, after probation). <u>Dental Plan</u> - Periodontal, endodontic, surgical and prosthetic coverage added. Employer contributes \$14.36 (\$10) per month for employees with dependants, \$6.65 (\$4) single.
Crown Witness Leave (new):	Employer makes up the difference between fees received and regular pay.

Willroy Mines Limited, Macassa Division at Kirkland Lake - Local 4584, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1979 to May 31, 1982, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 26/79</u>	<u>June 1/80</u>	<u>June 1/81</u>
Increases		30¢ for Tradesman 1 and Hoistman; 20¢ for other employees except Mine Labour	50¢	60¢
Gold Adjustment Fold-in		\$1.00		
Mine Labour		\$7.47 (\$6.47)	\$7.97	\$8.57
Electrician 1		\$8.20 (\$6.90)	\$8.70	\$9.30
Technician (Electrical)		\$8.70 (\$7.40)	\$9.20	\$9.80

Price of Gold Adjustment:	20¢ of the adjustment generated under the previous agreement will continue to float. 1¢ per hour per \$1 increase in the price of gold above the base of \$230 per ounce, Canadian currency. (No change). Adjusted monthly. Capped at \$290. Effective June 1, 1980, the cap is \$310. Effective June 1, 1981, the cap is \$350.
Shift Premium:	0-10¢-15¢ (0-7¢-12¢).
Night Shift Premium:	30¢ (20¢) for steady night shift.
Sunday Premium:	40¢ (25¢).
Paid Holidays:	Exchanged Miners Day for 2 floating days. Effective 1980, exchange Heritage Day for 2 floating days. Effective June 1, 1981, 1 floating day added for a total of 9 statutory days and 5 floating days (previously, 11 statutory days.).
Paid Vacation:	3 weeks after 4 (5) years' service, 4 weeks after 15 (20) years and 5 weeks after 22 (25) years.
Bereavement Leave:	1 day's paid leave upon the death of grandparents, grandchildren, brother-in-law and sister-in-law (new). 1 additional day, if travelling more than 350 miles from Kirkland Lake to attend funeral of "immediate family" (new).
Court Witness Leave:	Employer makes up the difference between fee for court witness duty and regular pay.
Health and Welfare:	<u>Weekly Indemnity, OHIP, Drug Plan and Dental Plan</u> - Employer pays 100% (90%) of cost of premiums. <u>Weekly Indemnity</u> - Benefits of \$120 per week, payable on a 1-3-5-6 basis with \$200 per week payable for the next 20 weeks. (Previously, \$120 per week, payable on a 1-3-5-26 basis.) <u>Drug Plan</u> - No deductible (previously, 35¢). <u>Dental Plan</u> - Based on 1979 (1977) Ontario Dental Association fee schedule.
Tool Allowance:	\$80 (\$50) annually.

Noranda Mines Limited, Geco Division at Manitouwadge - Canadian Union of Base Metal Workers (CNTU): A 24-month renewal agreement effective from August 1, 1979 to July 31, 1981, covering 490 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
General Increases		30¢	18¢
Job Class Increments		11¢ (10¢)	12¢
Additional Adjustment		4¢ average due to new Classification System	

	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
Yard Man (Plant or Warehouse)	\$7.56 (\$7.25)	\$7.75
Miner	\$8.55 (\$8.15)	\$8.83
Tradesman I	\$9.43 (\$8.85)	\$9.79
Cost of Living Allowance:	1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. Payable quarterly (same formula) with first payment in December 1979. To be folded into rates in August 1980 and June 1981.	
Shift Premium:	0-20¢-30¢ (0-18¢-28¢). Effective August 1, 1980, 0-22¢-32¢.	
Paid Holiday:	9 fixed days plus a maximum of 3 floating days depending on length of service, 1 per year for employees who have completed the probationary period, 2 per year for employees with 8 months of service and 3 per year for employees with 1 year of service. (Previously, 9 fixed days, and 2 floating days after probationary period.)	
Paid Vacation:	6 weeks after 28 (30) years' service.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$14,000 (\$12,000) coverage. <u>Weekly Indemnity Plan</u> - Benefits increase to \$160 (\$145) per week, payable on a 1-4-52 basis. Effective August 1, 1980, benefits of \$175 per week and an additional 26 weeks at \$75 per week (new). <u>Dental Plan</u> - Employer pays 70% of cost of premiums for basic dental plan based on 1979 (1977) Ontario Dental Association fee schedule. Effective August 1, 1980, coverage is extended.	
Pension Plan:	For service between August 1966 and December 1974, \$6 (\$1.50-\$4.50) per month per year of service. For service after January 1, 1980, \$10 per month per year of service. (Previous maximum was \$9). For service after January 1, 1981, \$11 per month per year of service.	

Falconbridge Nickel Mines Limited at Sudbury - Local 6855, Steelworkers (AFL-CIO/CLC) (office, clerical and technical employees): A 36-month renewal agreement effective from March 1, 1979 to March 1, 1982, covering 380 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Mar. 1/81</u>
General Increase		\$4.52/wk		
COLA Fold-in		89¢/hr		
Job Class Increment		\$12.07/wk (\$10.07)/wk	\$12.67/wk	\$13.27/wk
<u>Weekly Rates</u>				
Job Class 1 (includes File Clerk)		\$245.40 (\$205.28)	\$245.40	\$245.40

	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>	<u>Mar. 1/81</u>
Job Class 17 (includes Technologist)	\$438.52 (\$366.40)	\$448.12	\$457.72
Cost of Living Allowance:	1¢ for each 0.35 point rise in the Consumer Price Index - 1961=100. To be adjusted quarterly and, folded into wages annually. (Basic formula is unchanged.)		
Paid Vacation:	Effective January 1, 1980, 3 weeks after 8 (10) years' service and 4 weeks after 18 (20) years.		
Vacation Bonus:	\$75 (\$60) per week for each week of vacation.		
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Early Retirement</u> - Effective after June 20, 1979, employees at age 58 (60) with 30 years' service or age 62 (new) with no service requirements may retire early with no actuarial reduction. <u>Supplementary Pension</u> - Benefit for early retirement increases to \$11 (\$8.50) per month per year of service to a maximum of \$330 (\$225) per month. <u>Surviving Spouse Benefit</u> - Age limitation eliminated. (Previously, age 55 and 20 years' service.)		

Inco Metals Company*, a Unit of Inco Ltd., at Sudbury - Local 6500, Steelworkers (AFL-CIO/CLC) (11,640 hourly rated employees): A 36-month renewal agreement effective from June 3, 1979 to May 31, 1982, settled with mediation assistance during a work stoppage. Duration of negotiations - 15 months. Previous agreement expired July 10, 1978.

*The agreement also covers, for the first time, employees at Inco's Canadian Alloys Division of the Formed Metal Products Group.

Wages:	Effective	<u>June 3/79</u>	<u>June 3/80</u>	<u>June 3/81</u>
COLA Fold-in	79¢		Any outstanding float	
General Increases	61¢		10¢	10¢
Job Step Increments			13¢ (12.5¢)	13.5¢
Job Step 1 (Surface Labourer)	\$7.400 (\$6.000)		\$7.500	\$7.600
Job Step 16 (Electrician 1st Class)	\$9.275 (\$7.875)		\$9.450	\$9.625

Wage Structure - 18 job steps plus apprentice schedule.

Settlement Pay: \$300 per employee.

Co-operative Wage Study: Initiated in 1972; now completed. Changes to be in place by November 1, 1981 with a partial adjustment of 6¢ per step increase made at that time. Remaining adjustments next agreement.

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1961=100. To be folded-in as scheduled above and adjusted quarterly. (Basic formula is unchanged except previously, no mid-term fold-ins.)

Hours of Work: 40 hours per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in 1980, 3 weeks after 8 (10) years' service, 4 weeks after 18 (20) years and 2 weeks after 1 year, 5 weeks after 25 years and 6 weeks after 30 years (all unchanged).

5 weeks special vacation with pay every 5 years (unchanged).

Vacation Bonus: \$75 (\$60) per week of vacation in addition to regular vacation pay of 2% per week.

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage.

Sickness and Accident - Effective January 1, 1979, benefit increases to \$175 (\$150) per week. Effective January 1, 1980, \$190 per week. Effective January 1, 1981, \$205 per week.

Dental Plan - Payments are based on the 1979 (1975) Ontario Dental Association fee schedule.

Pension Plan: Basic Monthly Benefit - \$12 (\$10) per year of service for retirements on or after July 10, 1978.

Alternate Monthly Benefit - Two examples: 30 years of service and age 65, \$825 (\$160); 30 years of service and age 55, \$600 (\$460) for retirements on or after July 10, 1978.

Early Retirement Without Reductions - Effective June 3, 1981, employees may elect to retire with 35 years' service and any age. (Previously, 30 years service and age 58.)

Early Service Retirement With Reductions - Employees may elect to retire with 20 years of service and age 55 (unchanged). Effective June 3, 1981, minimum alternate benefit of \$600 per month for employees retiring with 30 years of service and at any age under 55 (new).

Disability Supplemental Monthly Benefit - \$6 (\$3) per year of service.

Long Term Disability Protection Plan (new) (replaces Disability Pension Plan) - Eligibility - 3 years of service. Benefits calculated at a minimum of 15 years of service. Minimum monthly benefit of \$270 plus life insurance of a maximum of \$2,500 and maintenance of medical insurance plans. (Previously, same except 10 years of service for eligibility and \$195 minimum monthly benefit.)

Vesting - Eligibility starts after 10 years of service. (Previously, 10 years of service and age 45.)

Prescription Safety Glasses: \$10 (\$15) per year for replacements.

Supplementary Unemployment Benefit Plan (new): A non-funded, non-trust plan. Employer financial liability set at \$260 times number of employees. Maximum benefit of \$40 per week, \$25 if reserve is down to 35%. 26 weeks of coverage for employees with 2 to 5 years of service; 52 weeks of coverage for employees with 5 or more years of service.

Occupational Health Study Fund: \$150,000 per year. Applies to all bargaining units in the province (unchanged).

TRANSPORTATION

General Aviation Services Limited at Toronto - Local 2413, Machinists (AFL-CIO/CLC):
A 30-month renewal agreement effective from January 1, 1979 to June 30, 1981, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	Oct. 28/79	Nov. 2/80
	General Increases	10%	10%	6%
	Passenger Agent	\$4.39-\$8.12 (\$3.99-\$7.38)	\$4.83-\$8.93	\$5.12-\$9.47
	Licensed Mechanic	\$7.47-\$9.69 (\$6.79-\$8.81)	\$8.22-\$10.66	\$8.71-\$11.30

Probationary period is 65 working days. Maximum rates for Passenger Agent are reached after two 3-month and six 6-month increases and, for Licensed Mechanic, after two 6-month and two 12-month increases.

Shift Premium: Effective June 6, 1979, 0-28¢-34¢ (0-25¢-32¢).

Safety Boots Allowance: \$40 (new) per year for cargo warehouse employees.

Sick Pay Allowance: 10¢ (8¢) per hour worked.

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Seafarers (AFL-CIO/CLC) (2,100 unlicensed personnel): A 24-month renewal agreement effective from June 1, 1979 to May 31, 1981, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	June 1/79	June 1/80
	General Increases	9.7%	7% plus COLA
	Ordinary Seaman	\$4.83 (\$4.40)	\$5.17
	Electrician	\$6.61 (\$6.03)	\$7.07
	Crane Operator	\$7.44 (\$6.78)	\$7.96

Cost of Living Allowance (new): 1% for each 1% increase in the Consumer Price Index above 7%. To be folded in to June 1, 1980 rates.

Hours of Work: 40 per week (unchanged).

Overtime Pay: On Saturday and Sunday time and one-half for first 8 hours, double time thereafter (previously, time and one-half).

Guaranteed Overtime (new):	34 hours per month.
Dirty Work Premium:	\$40 (\$38) per cleanout.
Longshore Work Premium:	Effective June 1, 1979, \$8.80 (\$8) per hour. Effective June 1, 1980, \$9.35.
Paid Holidays:	The first Monday in February is added for a total of 11 days.
Vacation Pay:	4% for the 1st season, 5% after 1 season and 7% after 6 (all unchanged).
Bereavement Leave:	4 (3) days maximum for immediate family.
Mileage Allowance:	When rejoining a ship at fit-out, 17¢ (15¢) per mile effective June 1, 1979 and 19¢ effective June 1, 1980. Minimum \$5 (unchanged). Maximum \$175 (\$160).
Room and Meal Allowance:	Effective June 1, 1979, \$5 (\$4.50) per meal and \$24 (\$22) per night. Effective June 1, 1980, \$5.35 and \$26.
Uniform Allowance:	Effective June 1, 1979, \$38 (\$35) per season. Effective June 1, 1980, \$41 for cooks wearing whites.

Canadian National Railway Company and Canadian Pacific Limited, system-wide - United Transportation Union (AFL-CIO/CLC) (conductors, trainmen, yardmen, etc.) (20,000 employees): Five 36-month renewal agreements effective from January 1, 1979 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	10%	8%	8%
	<u>Daily Rates, CN Rail</u>			
	Yard Helper	\$66.50 (\$60.45)	\$71.82	\$77.57
	Car Retarder Operator	\$76.84 (\$69.85)	\$82.99	\$89.63

Other details of settlement are similar to the Association Non-Operating Railway Unions settlement reported on page 229 in April 1979 and the Locomotive Engineers' settlement reported in May 1979 on page 299.

Toronto Transit Commission and Gray Coach Lines - Local 113, Transit Union (AFL-CIO/CLC) (7,100 transit and maintenance employees): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Jan. 1/81</u>
	General Increases (all non-compounded)	5%	3.6%	4%	3.5%

	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>	<u>Jan. 1/81</u>
Wage Group 2 (includes Surface Labourer)	\$6.25-\$7.34 (\$5.95-\$6.99)	\$6.46-\$7.59	\$6.70-\$7.87	\$6.91-\$8.11
Wage Group 6 (includes Driver)	\$6.96-\$8.40 (\$6.63-\$8.00)	\$7.20-\$8.69	\$7.47-\$9.01	\$7.70-\$9.29
Wage Group 10 (includes Master Plumber)	\$8.14-\$9.57 (\$7.74-\$9.11)	\$8.42-\$9.90	\$8.73-\$10.26	\$9.00-\$10.51

Various reclassifications implemented.

Cost of Living Allowance: 1% for each 1% rise in the Toronto Consumer Price Index - 1971=100 beyond 218.6 points. Trigger determined by increasing the June 1979 Toronto Index of 188.3 by 16.1%, the amount of the scheduled wage increases. (Previous formula similar. Triggered after 7%. 1% for May and 2½% for June 1979 paid in a lump sum.)

Hours of Work: 40 per week (unchanged).

Work on Holiday: Option of alternate day off in lieu of holiday pay (new).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 years' service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 18 years, 6 weeks after 25 years (all unchanged).

Bereavement Leave: 3 (2) days for sister, brother, father-in-law, or mother-in-law. Attendance at funeral is no longer required. Casual and temporary employees with 3 months of service are eligible for benefit (new).

Health and Welfare: Life Insurance and A.D. & D. - Effective July 1, 1980, ranges from \$7,500 - \$15,000 (\$5,000-\$10,000) according to length of service.

Dental Plan - Effective July 1, 1979, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective July 1, 1980, periodontal and endodontic coverage are added on an 80/20 co-insurance basis and denture coverage is added on a 50/50 co-insurance basis.

Pension Plan: Contributions - Effective January 1, 1980, employer and employee each pay 7.5% (6.79%).

Early Retirement - Benefits unreduced for retirements at age 60 or older, or for employees with 30 or more years of service (unchanged). Employees with less than 30 years of service - benefits reduced on the basis of the shorter of years remaining to age 60 or years of service less than 30. (Previously, reduced by number of years less than age 60.)

Base Period for Benefit Determination - Effective January 1, 1980, 1976 through 1979 (1973 through 1975).

Clothing Maintenance: Frequency of cleaning allotment by employer doubled.

Tuition Aid (new): For work related improvement courses, \$10,000 fund provided by employer during the period July 1, 1979 to June 30, 1980. Program may be extended by mutual agreement.

Meal Allowance:	Evening meals \$4.80 (\$4.58). Other meals - Previous allowance of \$3 to be increased according to the schedule of general wage increases.
Safety Shoe Allowance:	\$27 (\$25) per year per pair without steel shank and \$30 (\$28) with steel shank. Allowance may be accumulated for use every 2 years.
Tool Allowance:	5% (3.3%) of employee's required tool kit value.
Mileage Rates for Drivers:	Vary by length of service. Effective July 1, 1979, 25.9¢-30.9¢ (24.7¢-29.4¢) per mile. Effective January 1, 1980, 26.8¢-32.0¢. Effective July 1, 1980, 27.8¢-33.2¢. Effective January 1, 1981, 28.7¢-34.2¢. Applies when distance is in excess of 219 miles and amount is greater than hourly rate.
Parcel & Express Allowance:	14¢ (13¢) per parcel delivered to last destination.
Shortage Allowance:	\$160 to defray any shortages paid to Subway Suppliers and Station Collectors in 1979. (Previously, \$150 to Subway Suppliers.)

Transit Windsor - Division 616, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Nov. 1/79</u>	<u>May 1/80</u>
General Increases		45¢	30¢	35¢
Skilled Trades Adjustment		20¢		
Operator		\$7.23-\$7.53 (\$6.78-\$7.08)	\$7.53-\$7.83	\$7.88-\$8.18
Welder		\$8.34 (\$7.69)	\$8.64	\$8.99

Probationary period is 12 months. Maximum rate for Operator is reached after 8 months.

Cost of Living Allowance: Effective February 1, 1980, 1¢ per 0.35 increase in the Consumer Price Index - 1971=100. Payable quarterly. (Clause was suspended in previous agreement).

Leaders Premium: 35¢ (20¢) per hour.

Health and Welfare: Life Insurance - \$10,000 (\$9,000) coverage.

Long Term Disability - \$450 (\$400) per month from 36th week until return to work or age 65.

Dental Plan - Effective March 1, 1980, employer pays 100% (60%) of premium cost based on the 1979 and 1980 Ontario Dental Association fee schedules when applicable.

Pension Plan: \$5.65 (\$5.00) per month per year of service.

Employees retiring early will receive a temporary supplementary payment of \$64 (\$48) per month to a maximum of \$1,440 per year.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ottawa City Hydro Electric Commission Works Department - Local 200, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 205 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	General	12¢ + 8%	7.5%
	Increases		
	Lineman	\$5.88-\$10.28 (\$5.32-\$ 9.40)	\$6.32-\$11.05
	Operator - Sub. Station	\$9.46-\$10.03 (\$8.64-\$ 9.17)	\$10.17-\$10.78

Probationary period is 6 months. Maximum rates are reached after 7 years for Lineman and for Operator - Sub. Station.

Union Gas Ltd., southwestern Ontario - Canadian Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (900 hourly employees and 215 clerical employees): Four 24-month renewal agreements effective from January 1, 1979 to December 31, 1980, settled with mediation assistance following a series of rotating strikes. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Nov. 25/79</u>	<u>Aug. 31/80</u>
	General Increases	9.9%	9.7%	1.5%

Hourly Rates

Yardman	\$6.18-\$7.00 (\$5.62-\$6.37)	\$6.78-\$7.68	\$6.88-\$7.80
Welder A (with both tickets)	\$8.62 (\$7.84)	\$9.46	\$9.60
Gas Dispatcher (Class 1)	\$8.34-\$8.91 (\$7.59-\$8.11)	\$9.15-\$9.77	\$9.29-\$9.92

Weekly Rates

Clerical Grade 1	\$182.50-\$210.50 (\$166.00-\$191.50)	\$200.00-\$231.00	\$203.00-\$234.50
Clerical Grade 7	\$256.50-\$303.00 (\$233.50-\$275.50)	\$281.00-\$332.50	\$308.00-\$337.50

Hours of Work: Hourly employees - 40 per week; office - 37½ (both unchanged).

Overtime: Double time after 2 (4) hours.

Shift Premium: 0-28¢-40¢ (0-24¢-34¢); "A" Shifts by voluntary manning 1 p.m. to 9 p.m. 40¢ (34¢) per hour.

Sunday Premium: 50¢ (40¢) per hour. Effective January 1, 1980, 60¢.

Paid Holidays: Full days before Christmas and New Year's (previously, half days) for a total of 12 days.

Paid Vacation: 6 weeks after 20 years' service and age 61 (new). 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged).

Health and Welfare: Dental Plan - Effective in 1979, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective in 1980, the 1979 O.D.A. fee schedule.

Safety Equipment: \$30 (\$20) per year for safety shoes and \$10 for prescription safety glasses (new) for hourly rated employees only.

RETAIL TRADE

Thunder Bay Auto Dealers Association - Local 1120, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>June 27/79</u>	<u>Mar. 1/80</u>
	Increases	23¢-45¢	20¢	35¢-70¢
	General Helper	\$5.28-\$6.28 (\$5.05-\$6.05)	\$5.48-\$6.48	\$5.83-\$6.83
	Journeyman Mechanic	\$10.54 (\$10.09)	\$10.74	\$11.44

Probationary period is 3 months. Maximum rate for General Helper is reached after 6 months.

Cost of Living Provision: Deleted.

Health and Welfare: Dental Plan - Based on 1979 (1976) Ontario Dental Association fee schedule.

Pension Plan (new): Employer contributes 20¢ per employee per hour.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and all Housing Authorities, province-wide (except Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (1,035 office and maintenance employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/79</u>
	Increase	
	Administrative Employees	37¢
	Maintenance Employees	45¢
	Clerk 1	\$4.18-\$4.74 (\$3.81-\$4.37)
	Community Relations Officer	\$8.12-\$9.23 (\$7.75-\$8.86)
	Groundsman - Labourer	\$6.59 (\$6.14)
	Painter	\$7.29 (\$6.84)
Hours of Work:	Administrative employees - 35 hours per week. Maintenance employees - 40 hours per week. (Both unchanged).	
Shift Bonus:	0-35¢-35¢ (0-30¢-30¢).	
Lead Hand Premium:	60¢ (10¢) per hour.	
Standby Allowance:	Deleted.	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	4 weeks after 10 (15) years' service and 5 weeks after 19 (20) years. 2 weeks after 1 year and 3 weeks after 3 years (unchanged).	
Health and Welfare:	<p><u>Sick Leave Credits</u> - 50% payout to a maximum of 130 days on severance after 8 (10) years' service. 100% payout to a maximum of 180 days on retirement or death (unchanged).</p> <p><u>Long Term Income Protection Plan</u> - Effective July 1, 1979, employer pays 80% (75%) of premium costs.</p> <p><u>Dental Plan (new)</u> - Effective July 1, 1979, employer pays 100% of the cost of premiums for a plan with basic preventive, endodontic, periodontal and surgical coverage. 50/50 co-insurance.</p>	
Pension Plan:	Non-contributory, \$10 per month per year of service (contributory).	
Protective Clothing Allowance (new):	\$100 per year effective in the second year.	
Tool Allowance:	\$200 (\$79.80) maximum per year.	

EDUCATION AND RELATED SERVICES

Dufferin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	Increases	\$245-\$740 on the grid	\$475-\$1,310 on the grid
	Job Class Increment	3.2%	
	Teacher Cat. 1 0-5 years	\$9,945-\$14,070 (\$9,700-\$13,700)	\$10,420-\$14,720
	Teacher Cat. 4 0-11 years	\$12,055-\$22,780 (\$11,735-\$22,185)	\$13,390-\$23,840
	Teacher Cat. 7 0-12 years	\$15,230-\$28,190 (\$14,850-\$27,450)	\$16,190-\$29,500
	Principals 0-4 years	\$33,300-\$36,100* (\$30,900-\$33,700)	

*A principal without an M.Ed. degree is paid \$500 less.
(Previously, a principal with an M.Ed. degree was paid an additional \$500.)

Responsibility Allowances:	<u>Vice-Principals</u> - \$3,000 (\$2,760).
	<u>Principal's Assistants</u> - \$1,850 (\$1,429).
	<u>Curriculum Resource Teachers</u> - \$1,750 (\$1,600).

Essex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (530 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the bargaining stage in May, 1979. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	7.5%
	<u>Annual Rates</u>	
	Teacher - Level 1 0-6 years	\$11,147-\$16,070 (\$10,369-\$14,949)
	Teacher - Level 4 0-10 years	\$14,633-\$23,520 (\$13,612-\$21,879)
	Teacher - Level 7 0-12 years	\$18,187-\$29,672 (\$16,918-\$27,602)
	Principal 0-2 (6) years	\$33,000-\$34,000 (Previously 3 categories; overall range \$23,786 to \$31,728)

Bereavement Leave: Niece, nephew and grandchildren are added to the 1 day provision.

Health and Welfare: Life Insurance and A.D. & D. - \$25,000 coverage, employer-paid (unchanged). Employee may purchase additional coverage (new).

Vision Care - \$60 (\$40) maximum per subscriber and dependants every 2 years.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Education Allowance: \$150 (\$100) per week living expenses.

Responsibility Allowance: Vice Principal (Unilingual School) - \$1,200 (\$1,150) on appointment plus 2 increments of \$650 (\$600).

Vice Principal (Bilingual School) - \$1,250 (\$1,200) on appointment plus 2 increments of \$700 (\$650).

Coordinator - \$1,900 to \$3,200 (\$1,300 to \$3,100)
0-2 (3) years

Consultant - \$850 to \$1,450 (first time in contract)
0-2 years

Department Head - \$1,000 (\$500)

Hastings County Board of Education - Local 1022, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from April 19, 1979 to April 18, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 19/79</u>	<u>Oct. 19/79</u>
	General Increases	30¢	32¢
	Custodian	\$5.49-\$5.97 (\$5.19-\$5.67)	\$5.81-\$6.29
	Maintenance-A	\$6.58-\$6.83 (\$6.28-\$6.53)	\$6.90-\$7.15

Maximum rate for Maintenance-A is reached upon completion of the 3 month probationary period and, for Custodian after one 3-month and 2 annual increases.

Paid Holidays: Part-time employees are eligible to receive benefits (new).

Paid Vacation: Part-time employees are eligible to receive benefits (new).

Safety Shoe Allowance (new): Employer contributes 50% of the cost, upon receipt.

Uniform Allowance: Employer pays 75% of the cost for part-time employees (new).

Lambton County R.C.S.S. Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 302 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Increase	\$746-\$2,093
	Teacher D	\$10,446-\$14,918
	0-6 years	(\$9,700-\$13,844)
	Teacher A1	\$13,734-\$22,996
	0-10 years	(\$12,618-\$21,118)
	Teacher A4	\$16,666-\$28,507
	0-10 years	(\$15,450-\$26,414)

Health and Welfare: Life Insurance - Optional coverage increases to a maximum of \$60,000 (\$50,000).

Vision Care Plan (new) - Employer pays 50% of the cost of premiums.

Dental Plan - Blue Cross Dental Plan #9 (#8) is implemented with Riders #3 and #4. Employer pays 50% of the cost for Rider #3. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Mileage Allowance: .14¢ per km. (22¢ per mile.)

Responsibility Allowances: Current allowances increase by \$100 for Principals, Vice-Principals, Consultants and Special Education teachers.

Assistants to the Principal - \$400 (\$325).

Co-ordinators - Equivalent to a Principal of a school with 10 rooms or more. (Previously, \$4,000 per year.)

Principal, St. Patrick's High School - \$4,100 - \$6,100
(\$3,800 - \$5,800)

Vice-Principal, St. Patrick's High School - \$2,400 - \$4,000
(\$2,200 - \$3,800)

Department Heads, St. Patrick's High School - \$1,200 (\$1,100).

Niagara South Board of Education - Secretarial and Clerical Association (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/79</u>
	Increases	\$8-\$16
	Mail Clerk	\$147-\$172 (\$139-\$161)
	Secretary I	\$184-\$239 (\$173-\$223)

Probationary period is 6 months. Maximum rates are reached after 2 years for Mail Clerk and after 4 years for Secretary I.

Health and Welfare: Dental Plan - Based on the 1979 (1977) Ontario Dental Association fee schedule.

Ottawa Board of Education - Employees Association (Ind.) (830 maintenance, services and plant operations employees): A 12-month renewal agreement effective from February 1, 1979 to January 31, 1980, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Feb. 1/79</u>
	General Increases	
	Full-time	\$780.50/year
	Part-time	25¢/hour
	<u>Full-time Employees</u>	
	Chief Custodian	\$13,386.50 (\$12,606.00)
	Electrician (Mtce. Cat. 1)	\$16,917.50 (\$16,137.00)
	<u>Part-time Employees</u>	
	Kitchen Assistant	\$3.89 (\$3.64)
	Caretaker	\$4.78-\$5.10 (\$4.53-\$4.85)
Safety Shoe Allowance (new):	\$15 per year.	

Ottawa Board of Education - Ontario Secondary School Teachers Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,600 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the bargaining stage. Duration of negotiations - 6 month.

Wages:	Effective	<u>Sept. 1/79</u>
	<u>Annual Rates</u>	
	Teacher - Category A1 0-10 years	\$15,503-\$25,474 (\$14,625-\$24,032)
	Teacher - Category A4 0-10 years	\$18,091-\$31,180 (\$17,067-\$29,485)
	Consultant 0-5 years	\$29,599-\$34,461 (\$27,924-\$32,510)
	Principal 0-3 years	\$39,395-\$43,770 (\$38,248-\$42,623)
Early Retirement Incentive (new):	For teachers with 35 or more years of service, 6½% of salary for each year their age falls below 65 and above 55.	

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC) (500 office and clerical employees): A 24-month renewal agreement effective July 1, 1979 to June 30, 1981, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
	General Increases	6.1%	6.8%
	<u>Annual Rates</u>		
	Level 1 (includes Mail File Clerk)	\$8,451-\$9,542 (\$7,965-\$8,993)	\$9,026-\$10,191
	Level 7 (includes Senior Secretary)	\$13,241-\$15,038 (\$12,480-\$14,173)	\$14,141-\$16,061

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	General Increases	5.5%	5.5%
	Teacher Level 1 0-5 years	\$10,719-\$13,781 (\$10,160-\$13,063)	\$11,309-\$14,539
	Teacher Level 4 0-12 years	\$13,433-\$23,073 (\$12,733-\$21,870)	\$14,172-\$24,342
	Teacher Level 7 0-12 years	\$16,034-\$28,367 (\$15,198-\$26,888)	\$16,916-\$29,927

Cost of Living Allowance (new): Effective September 1980, 1% per 1% increase in the Consumer Price Index - 1971=100. Triggered at 8%.

Health and Welfare: Dental Plan - Employer pays 75% (50%) of premium costs.

Timmins District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 284 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Average Increase	6.6%
	Teacher D1 0-8 years	\$11,615-\$15,895 (\$10,816-\$14,912)
	Teacher A1-1V 0-10 years	\$14,818-\$23,478 (\$13,885-\$22,175)

Sept. 1/79

Teacher A4-V11 \$17,426-\$28,954
0-11 years (\$16,376-\$27,420)

Salary levels are based on Qualifications Evaluation Council of Ontario - QECO program number 3(2).

Bereavement Leave: Adoptive and step parents are added to the definition of the immediate family for up to 5 days' paid leave.

Health and Welfare: Life Insurance - Compulsory and optional coverage respectively increase to \$25,000 (\$20,000). Optional coverage at teachers' cost increases to \$50,000 (\$40,000).

Dental Plan - Employer pays 85% (65%) of cost of premiums.

Responsibility Allowances: Current allowances increase by 4.41%.

Victoria County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 291 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	General Increases	7.4%	2% (non-compounded)
	Teacher Level D	\$9,983-\$14,681 (\$9,290-\$13,670)	\$10,171-\$14,958
	Teacher Level A1	\$13,507-\$23,196 (\$12,570-\$21,590)	\$13,761-\$23,634
	Teacher Level A4	\$16,149-\$29,362 (\$15,030-\$27,330)	\$16,454-\$29,916
	Effective	<u>Sept. 1/80</u>	<u>Feb. 1/81</u>
	General Increases	6%	2% (non-compounded)
	Teacher Level D	\$10,782-\$15,856	\$10,985-\$16,155
	Teacher Level A1	\$14,587-\$25,052	\$14,862-\$25,524
	Teacher Level A4	\$17,441-\$31,711	\$17,770-\$32,309

Responsibility Allowances: Effective September 1, 1980, allowances increase 7%.

York Borough Board of Education - Local 994, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	General Increases	6.6%	4¢

	<u>Jan. 1/79</u>	<u>July 1/79</u>
Matron	\$5.60-\$5.97 (\$5.25-\$5.60)	\$5.64-\$6.01
Plumber/Steamfitter	\$11.08 (\$10.39)	\$11.12

Probationary period is 6 months. Maximum rate for Matron is reached on completion of probationary period.

Shift Premium:	Effective June 11, 1979, 0-28¢-28¢ (0-25¢-25¢).
Paid Vacation:	5 weeks after 18 (19) years' service.
Mileage Allowance:	For maintenance employees, in addition to car allowance, 19¢ (16¢) per kilometre within Metropolitan Toronto.
Safety Shoe Allowance:	For stockroom employees, employer contributes \$25 (\$20) annually towards the cost of safety shoes.
Travel Allowance:	\$1 (75¢) or prevailing TTC fare, whichever is greater, for Caretaker.

HEALTH AND WELFARE SERVICES

Kingston General Hospital - Local 99, Ontario Nurses' Association (Ind.) (full and part-time nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 500 employees, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	General Increases	7%	7%
	<u>FULL-TIME</u> (monthly rates)		
	Registered Nurse 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Assistant Head Nurse 0-7 years	\$1,399-\$1,621 (\$1,307-\$1,516)	\$1,490-\$1,728
	<u>REGULAR PART-TIME</u> (hourly rates)		
	Registered Nurse	\$8.91-\$10.31* (\$8.18-\$9.47)	\$9.67-\$11.18*

*Rates include pay in lieu of fringe benefits.

Maximum rate for regular part-time Registered Nurse is reached after seven steps of 1550 hours worked.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	Remembrance Day replaces the floating holiday for a total of 11 days (unchanged).

Sick Plan: Employer pays for the fourth and subsequent illness (new).

Health and Welfare: Extended Health Care Plan - Employer pays 50% of the cost of a drug plan with a \$10/\$20 deductible (new).

Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross #7 Plan or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Temporary Responsibility Allowance: \$2.50 (\$1.50) per hour.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% of basic pay. Effective October 1, 1979, 12%. (Previously, 8% for regular part-time nurses and 6% for casual part-time nurses.)

Victoria Hospital at London and 13 other area hospitals - Local 220, Service Employees (AFL-CIO/CLC) (3,650 support staff employees): Fifteen 24-month renewal agreements effective from April 1, 1978 to March 31, 1980, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>April 1/78</u>	<u>April 1/79</u>	<u>Sept. 1/79</u>
General Increases		21¢	25¢	22¢
Bio-medical Technician Adjustment			50¢	

Victoria Hospital Rates

Housekeeping Aide 0-2 years	\$4.99-\$5.08 (\$4.78-\$4.87)	\$5.24-\$5.33	\$5.46-\$5.55
Electrician 0-2 years	\$7.78 (\$7.57)	\$8.03	\$8.25
Bio-medical Technician 0-3 years	\$7.21-\$7.78 (\$7.00-\$7.57)	\$7.96-\$8.53	\$8.18-\$8.75

Previous rates shown above reflect adjustments following AIB review. Overall general increases were limited to 87¢ instead of the \$1.07 originally scheduled.

Hours of Work: 11 hospitals - 40 hours per week, 1 hospital - 38 1/3, 2 hospitals - 37½ hours (all unchanged).

Shift Premium: Effective April 1, 1979, 0-\$1.75-\$1.75 per shift. (Previously, 0-19.5¢-19.5¢ per hour).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in 1979, 5 weeks (new) after 22 years' service. 2 weeks after 1 year, 3 weeks after 4 years and 4 weeks after 13 years (unchanged).

Health and Welfare: Life Insurance - Employer pays 75% (66 2/3%) of premium costs.

Extended Health Care - Employer pays 75% (66 2/3%) of premium cost.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (engineering and scientific support group) (7,810 employees): An 18-month renewal agreement effective from July 6, 1979 to December 21, 1980, with wages retroactive to December 25, 1978, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Dec. 25/78 Dec. 24/79

Increases:

ESS Sub-Group	8.25%	8%
HOT Sub-Group	9%	8.75%

Annual Rates

EG-ESS 1	\$11,355-\$12,628 (\$10,490-\$11,666)	\$12,263-\$13,638
EG-ESS 6	\$17,745-\$19,887 (\$16,393-\$18,371)	\$19,165-\$21,478
EG-ESS 11	\$29,822-\$33,613 (\$27,549-\$31,051)	\$32,208-\$36,302

Hours of Work: 37½ per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-21¢-29¢).

Weekend
Premium: 30¢ (20¢) per hour.

Standby Pay: \$5 (\$4) up to 8 hours and \$10 (\$8) on holidays and days of rest.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. 3 weeks after 1 year (unchanged).

Meal
Allowance: \$3.25 (\$3.10) after 3 hours' overtime and \$2.50 (\$2.25) after 4 additional hours. Effective December 24, 1979, \$3.50 for the first meal.

Penological
Factor
Allowance: Value "X", \$1,200 (\$1,000) per annum.

overnment of Canada (Treasury Board) - Public Service Alliance (CLC) (general services group, supervisory and non-supervisory) (12,680 employees): An 18-month renewal agreement effective from June 15, 1979 to December 21, 1980, with wages retroactive to December 25, 1978, settled at the bargaining stage. Duration of negotiations - 8 months.

ages: Effective Dec. 25/78

Building Services Sub-Group (except elevator operators)	8.5%
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All Others	8%
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Dec. 25/78

Non-Supervisory Rates

<u>Sub-Groups</u>	<u>Halifax</u>	<u>Ottawa</u>	<u>Vancouver</u>
Food Services (Levels 1-9)	\$3.83-\$8.27 (\$3.55-\$7.66)	\$4.09-\$8.79 (\$3.79-\$8.14)	\$4.49-\$9.78 (\$4.16-\$9.06)
Stores Services (Levels 1-10)	\$4.08-\$9.32 (\$3.78-\$8.63)	\$4.36-\$10.02 (\$4.04-\$9.28)	\$4.88-\$11.30 (\$4.52-\$10.46)
Protective and Custodial Services (Levels 1-13)	\$4.21-\$7.66 (\$3.90-\$7.09)	\$4.74-\$8.72 (\$4.39-\$8.07)	\$4.70-\$8.62 (\$4.35-\$7.98)

Effective

Dec. 24/79

General Increase

8%

Food Services	\$4.14-\$8.93	\$4.42-\$9.49	\$4.85-\$10.56
Stores Services	\$4.41-\$10.07	\$4.71-\$10.82	\$5.27-\$12.20
Protective and Custodial Services	\$4.55-\$8.27	\$5.12-\$9.42	\$5.08-\$9.31

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-20¢-26¢).

Standby Pay: \$5 (\$4) up to 8 hours and \$10 (\$9) on holidays and days of rest.

Weekend
Premium: 30¢ (20¢) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1979, 3 weeks after 2 (3) years' service, 4 weeks after 12 (13) years and, 5 weeks after 26 (27). Effective January 1, 1980, 4 weeks after 10 years and 5 weeks after 25 years. 2 weeks after 1 year (unchanged).

Meal Allowance: \$3.25 (\$3.10) after 3 hours' overtime and \$2.50 (\$2.25) after 4 additional hours. Effective December 24, 1979, \$3.50 for the first meal.

Penological
Factor
Allowance: Value "X", \$1,200 (\$1,000) per annum.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general technical, technical inspection and social science support groups) (5,135 employees): An 18 month renewal agreement effective from June 22, 1979 to December 21, 1980, with wages retroactive to December 25, 1978, settled by arbitration. Duration of negotiations - 9 months.

	<u>Effective</u>	<u>Dec. 25/78</u>	<u>Dec. 24/79</u>
Increases:			
Levels 1 to 5		8.25%	7.5%
Levels 6 to 8		7%	7%

<u>Annual Rates</u>		<u>Dec. 25/78</u>	<u>Dec. 24/79</u>
<u>General Technical Group</u>			
GT-1	\$14,540-\$15,740 (\$13,432-\$14,540)	\$15,631-\$16,921	
GT-4	\$21,011-\$22,970 (\$19,410-\$21,219)	\$22,587-\$24,693	
GT-8	\$34,087-\$37,316 (\$31,857-\$34,875)	\$36,473-\$39,928	
<u>Technical Inspection Group</u>			
TI-1	\$15,243-\$16,532 (\$14,081-\$15,272)	\$16,386-\$17,772	
TI-4	\$19,834-\$21,654 (\$18,322-\$20,004)	\$21,322-\$23,278	
TI-8	\$30,540-\$33,533 (\$28,542-\$31,339)	\$32,678-\$35,880	
<u>Social Science Support Group</u>			
SI-1	\$15,678-\$18,026 (\$14,483-\$16,652)	\$16,854-\$19,378	
SI-4	\$22,294-\$24,406 (\$20,595-\$22,546)	\$23,966-\$26,236	
SI-8	\$35,330-\$38,710 (\$33,019-\$36,178)	\$37,803-\$41,420	
Hours of Work:	37½ per week (unchanged).		
Shift Premium:	0-25¢-33¢ (0-20¢-28¢).		
Weekend Premium:	30¢ (20¢) per hour.		
Paid Holidays:	1 additional day is added when proclaimed by Parliament (currently 11).		
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years. 3 weeks after 1 year (unchanged).		
Meal Allowance:	\$3.25 (\$3.00) after 3 hours' overtime and \$2.50 (\$2.25) after 4 additional hours. Effective December 24, 1979, \$3.50 for the first meal.		
Penological Factor Allowance:	Value "X", \$1,200 (\$1,000).		
Education Leave (new):	Up to 1 year, up to 100% pay.		
Paid Career Development Leave (new):	For attendance at course, seminar, etc., work-related.		

Paid Permission to write during working hours.
Examination
Leave (new):

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (primary products inspection group) (2,705 employees): An 18-month renewal agreement effective from June 27, 1979 to December 26, 1980, with wages retroactive to October 30, 1978, settled at the post-mediation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 30/78</u>	<u>Oct. 29/79</u>
	Increases:		
	PI-1	9.3%	7.5%
	PI-2 and 3	8%	to all rates
	PI-4	7.5%	
	PI-5 and 6	7%	

Annual Rates

PI-1	\$13,603-\$15,806 (\$12,446-\$14,461)	\$14,623-\$16,991
PI-3	\$16,545-\$18,524 (\$15,319-\$17,152)	\$17,786-\$19,913
PI-6	\$22,440-\$25,222 (\$20,972-\$23,572)	\$24,123-\$27,114

Hours of Work: 37½ per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-20¢-28¢).

Weekend Premium: 30¢ (20¢) per hour.

Standby Pay: \$5 (\$4) up to 8 hours and \$10 (\$9) on holidays and days of rest.

Special Differential (new): Effective October 30, 1978, 40¢ per hour for Canadian Grain Commission employees. Effective October 29, 1979, 50¢.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years. 3 weeks after 1 year (unchanged).

Meal Allowance: \$3.25 (\$3.10) after 3 hours' overtime. Effective October 29, 1979, \$4 after 3 hours and \$3 (\$2.75) after 3 additional hours.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (welfare programme group) (1,600 employees): A 5-month renewal agreement effective from July 19, 1979 to December 23, 1979, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 25/78</u>
	General Increase	7.5%

<u>Annual Rates</u>	<u>Dec. 25/78</u>
WP-1	\$12,759-\$16,432 (\$11,869-\$15-286)
WP-3	\$18,983-\$21,352 (\$17,659-\$19,862)
WP-6	\$30,934-\$35,154 (\$28,776-\$32,701)
Hours of Work:	37½ per week (unchanged).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. 3 weeks after 1 year (unchanged).
Health and Welfare:	<u>Sick Leave</u> - Certificate not required for 5 (3) days or less.
Severance Pay:	1 week's pay per year of service to a 26 week maximum for an employee with 1 year of service or more, who is released because of incompetence or incapacity (new).
Other Provisions:	Education Leave, Paid Career Development Leave and Paid Examination Leave are the same as reported for the General Technical, Technical Inspection and Social Science Support Groups agreement.

CONSTRUCTION

Kingston and District Road, Sewer and Watermain Contractors - Local 247, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>
	General Increases	40¢	60¢
	<u>Road</u>		
	Labourer	\$7.00 (\$6.60)	\$7.60
	Skilled Labourer	\$7.15 (\$6.75)	\$7.75
	<u>Sewer and Watermain</u>		
	Labourer	\$7.50 (\$7.10)	\$8.10
	Skilled Labourer	\$7.65 (\$7.25)	\$8.25

Pension Plan (new): Employer contributes 20¢ per hour.

Travelling Allowance: Beyond 30 miles to 45 mile radius \$3.50 (\$3.00) per day. Beyond 45 miles to 75 mile radius \$5.50 (\$4.50) per day. Beyond 75 mile radius \$7.50 (\$6.00) per day.

Board Allowance: \$12 (\$10) per day to a maximum of \$60 (\$50) per week.

Ontario Form Work Association - Local 793, International Operating Engineers (AFL-CIO/CLC) and Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 3/79</u>	<u>Nov. 1/79</u>
	General Increases	50¢	30¢
	Operator-Forklift	\$11.34 (\$10.84)	\$11.64
	Operator-Skyway-type Crane	\$12.84 (\$12.34)	\$13.14
	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>
	General Increases	45¢	20¢
	Operator-Forklift	\$12.09	\$12.29
	Operator-Skyway-type Crane	\$13.59	\$13.79

Pension Plan: Employer contributes 70¢ (60¢) per hour earned.

Travelling Allowance: 25-50 miles \$15 (\$13) per day worked: 50-100 miles \$20 (\$18) per day worked: over 100 miles \$24 (\$22) seven days per week.

Addendum

June 1978 Settlement

CONSTRUCTION

Ontario Sheet Metal and Air Handling Group - Ontario Sheet Metal Workers Conference, Sheet Metal Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 29, 1978 to April 30, 1980, covering 1700 employees, settled at the post-conciliation bargaining stage and ratified in June 1978. Duration of negotiations - 3 months.

Area 3, Hamilton - Local 537

Wages:	Effective	<u>May 29/78</u>	<u>Aug. 1/78</u>	<u>May 1/79</u>
	Journeyman	\$12.57 (\$11.89)	\$12.44	\$13.12

Welfare: Effective August 1, 1978, employer contributes 60¢ (45¢) per hour.

Area 5, London - Local 473

Wages:	Effective	<u>May 29/78</u>	<u>May 1/79</u>
	Journeyman	\$11.28 (\$10.65)	\$11.96

Welfare: Employer contributes 94¢ (74¢) per hour.

Mileage Allowance: 25¢ (20¢) per mile.

Travel Allowance:	Zone 2	\$5	(\$4)	per day.
	Zone 3	\$9	(\$8)	per day.
	Zone 4	\$13	(\$12)	per day.

Area 7, Ottawa - Local 47

Wages:	Effective	<u>May 29/78</u>	<u>May 1/79</u>
	Journeyman	\$11.89 (\$11.32)	\$12.57

Welfare: Employer contributes \$1.14 (\$1.07) per hour.

Board Allowance: \$18 (\$15) per calendar day. \$21 (\$18) per calendar day for employees over 100 miles.

Area 10, Sarnia - Local 539

Wages:	Effective	<u>May 1/78</u>	<u>June 1/78</u>	<u>May 1/79</u>
	Journeyman	\$13.13 (\$11.68)	\$13.04	\$13.25

Welfare: Effective June 1, 1978, employer contributes \$1.35 (\$1.25) per hour.

Area 13, Thunder Bay - Local 397

Wages:	Effective	<u>May 29/78</u>	<u>May 1/79</u>
	Journeyman	\$11.76 (\$11.13)	\$12.44

Welfare: Employer contributes 85¢ (80¢) per hour.

Area 14, Toronto - Local 30

Wages:	Effective	<u>May 29/78</u>	<u>May 1/79</u>
	Journeyman	\$12.04 (\$11.37)	\$12.72

Area 16, Windsor - Local 235

Wages:	Effective	<u>May 29/78</u>	<u>May 1/79</u>
	Journeyman	\$12.00	\$12.40
		(\$11.33)	
Mileage	23¢ (18¢) per mile.		
Allowance:			

October 1978 Settlements

CONSTRUCTION

Ontario General Contractors Association Labour Relations Bureau and Walls and Ceiling Contractors Association - Ontario Provincial Conference, Plasterers (AFL-CIO): A 19-month renewal agreement effective from October 2, 1978 to April 30, 1980, covering 1,200 employees, settled at the conciliation officer stage and ratified in October, 1978. Duration of negotiations - 6 months. Previous agreements expired April 30, 1978.

Central Region - Local 48

Wages:	Effective	<u>Oct. 2/78</u>	<u>May 1/79</u>
	Journeyman	\$11.63	\$12.31
	Plasterer	(\$10.70)	
Vacation Pay:	10% (unchanged).		
Welfare:	Employer contributes 81¢ (50¢) per hour.		

Eastern Region - Local 124

Wages:	Effective		<u>May 1/79</u>
	Journeyman		\$11.01
	Plasterer		(\$10.12)
Vacation Pay	10% (unchanged).		
Welfare:	Employer contribute 85¢ (47¢) per hour.		
Mileage	Effective May 1, 1979, 25¢ (22¢) per hour.		
Allowance:			
Board	Effective May 1, 1979, \$22 (\$20) per day.		
Allowance:			

Windsor Region - Local 345

Wages:	Effective	<u>Oct. 2/78</u>	<u>May 1/79</u>
	Journeyman	\$11.52	\$12.21
	Plasterer	(\$10.45)	
Vacation Pay:	10% (unchanged).		
Welfare:	Employer contributes 52¢ (47¢) per hour.		

Ontario General Contractors Association Labour Relations Bureau, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario and Concrete Floor Contractors Association of Ontario - Ontario Provincial Conference, Plasterers (AFL-CIO) (cement masons): A 19-month renewal agreement effective from October 2, 1978 to April 30, 1980, covering 1,500 employees, settled at the conciliation officer stage and ratified in October 1978. Duration of negotiations - 6 months. Previous agreements expired April 30, 1978.

Eastern Region - Local 124

Wages:	Effective	<u>Oct. 2/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	Journeyman	\$10.19	\$10.40	\$10.74	\$10.97
	Cement Mason	(\$ 9.74)			

Vacation Pay: 10% (unchanged).

Welfare: Effective November 1, 1978, employer contributes 81¢ (64¢) per hour.

Mileage Allowance: 23¢ (20¢) per mile.

Board Allowance: \$23.10 (\$21.00) per day worked.

London Region - Local 151

Wages:	Effective	<u>Oct. 2/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	Journeyman	\$10.23	\$10.55	\$10.91	\$11.14
	Cement Mason	(\$ 9.85)			

Vacation Pay: 10% (unchanged).

Mileage Allowance: 20¢ (17¢) per mile.

Travel Allowance:	Zone 2	\$3.74 (\$3.40) per day
	Zone 3	\$7.48 (\$6.80) per day
	Zone 4	\$11.22 (\$10.20) per day

Board Allowance: \$18.70 (\$17.00) per day worked.

Windsor Region - Local 345

Wages:	Effective	<u>Oct. 2/78</u>	<u>Jan. 1/79</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	Journeyman	\$10.95	\$11.27	\$11.64	\$11.81
	Cement Mason	(\$10.59)			

Vacation Pay: 10% (8%).

Welfare: Employer contributes 52¢ (42¢) per hour.

Southern and Central Region - Local 598

Wages:	Effective	<u>Oct. 2/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	Journeyman	\$10.15	\$10.34	\$10.79	\$11.25
	Cement Mason	(\$ 9.70)			

Vacation Pay: 10% (unchanged).

Welfare: Effective January 1, 1979, employer contributes 81¢ (51¢) per hour.

Pension Plan: 25¢ (unchanged).

Board Allowance: \$19.80 (\$18.00) per day worked.

December 1978 Settlement

CONSTRUCTION

The Utility Contractors Association of Ontario - Ontario Provincial District Council, Labourers (AFL-CIO/CLC): A 17½-month renewal agreement effective from November 16, 1978 to April 30, 1980, covering 500 employees, settled with mediation assistance and ratified in December, 1978. Duration of negotiations - 10 months. Previous agreement expired May 1, 1978.

Wages:	Effective	<u>June 26/78</u>	<u>Nov. 1/78</u>
	<u>Labourer, unskilled</u>		
	Region 1 (1) - Windsor and Chatham	\$8.50 (\$8.10)	\$8.56
	Region 2 (1) - London and Cambridge	\$7.41 (\$7.15)	\$7.41
	Region 3 - Hamilton	\$8.50 (\$8.10)	\$8.56
	Region 5 (1) - Timmins, Sudbury, Oshawa, Thunder Bay, Sault Ste. Marie and Kingston	\$6.80 (\$6.70)	\$6.91
	Region 5 (2) - Ottawa	\$6.89 (\$6.70)	\$7.10
	Region 6 - Toronto	\$8.80 (\$8.35)	\$8.86
	Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
	Region 1 (1)	\$9.30	\$9.50
	Region 2 (1)	\$7.92	\$8.12
	Region 3	\$9.06	\$9.16
	Region 5 (1)	\$7.27	\$7.37
	Region 5 (2)	\$7.46	\$7.56
	Region 6	\$9.33	\$9.43

Previous rates reflect a rollback by the Anti-Inflation Board.

Health and Welfare: Regions 1, 2, 3, 4, and 5 - Effective November 1, 1978, employer contributes 30¢ per hour. Effective May 1, 1979, 63¢ per hour except as below:

Region 5 and 7, Local 527 - Effective November 1, 1978, employer contributes 30¢ per hour.

Region 1 (1) Locals 625 and 749 - Effective November 1, 1978, employer contributes 30¢ per hour. Effective May 1, 1979, 15¢ per hour.

Region 6 - Effective June 26, 1978, employer contributes 30¢ per hour.

Region 5, Local 493 - Effective November 1, 1978, employer contributes 30¢ per hour.

 (Previously, 10¢-25¢ depending on location.)

Pension Plan: Region 5 and 7, Local 527 - Effective January 1, 1979, employer contributes 20¢ (10¢) per hour.

 Contributions for other locations unchanged.

May 1979 Settlements

WOOD

Canada Veneers Limited at Pembroke - Local 2754, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 240 employees, settled with mediation assistance and ratified in May, 1979. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>
	General Increases	45¢	45¢
	General Help	\$4.38-\$4.43 (\$3.93-\$3.98)	\$4.83-\$4.88
	Class I Main- tenance Mechanic	\$5.06 (\$4.61)	\$5.51

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 30 days. Maximum rate for General Help is reached after 60 days.

Lead Hand Premium: 60¢ (45¢) per hour.

Paid Holidays: Easter Monday is added for a total of 11 days.

Paid Vacation: 3 weeks after 5 (6) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$5,000 (\$3,000) coverage.

OHIP - Employer pays 100% of premium increase scheduled for October, 1979.

ELECTRICAL PRODUCTS

Northern Telecom Canada Ltd. at Hamilton, Kitchener, London, North Bay, Thunder Bay, Toronto and Windsor, Ontario, Winnipeg, Manitoba, Regina and Saskatoon, Saskatchewan, and Calgary and Edmonton, Alberta - Locals 4 and 9, Communications Workers of Canada (CLC): Two 29-month renewal agreements effective from May 18, 1979, covering 40 office and 373 shop and warehouse employees and, one 29-month renewal agreement effective from May 28, 1979, covering 375 installers. These agreements expire October 31, 1981, and were settled at the bargaining stage and ratified in May, 1979. Duration of negotiations - 7 months.

Wages:

Office, Clerical and Technical Unit
Weekly Rates

Effective	<u>Nov. 1/78</u>	<u>May 21/79</u>	<u>Nov. 5/79</u>	<u>Nov. 3/80</u>
COLA Fold-in		35¢ per hour	35¢ per hour	30¢ per hour
Increases	\$10.40-\$19.45		\$7.80-\$14.60	\$6.50-\$12.15
Grade 53 (C53)	\$196.95-\$209.95 (\$186.55-\$199.55)	\$210.10-\$223.10	\$231.00-\$244.00	\$248.75-\$261.75
Engineering Technician ETA (K-A)	\$340.10-\$393.30 (\$320.65-\$373.85)	\$353.25-\$406.45	\$380.95-\$434.15	\$404.35-\$457.55

Shop and Warehouse Unit
Hourly Rates

Effective	<u>Nov. 1/78</u>	<u>May 21/79</u>	<u>Oct. 29/79</u>	<u>Nov. 3/80</u>
COLA Fold-in		35¢	35¢	30¢
General Increases	40¢		30¢	25¢
Skilled Trades Adjustments		20¢	15¢	10¢
22 (S22)	\$6.08 (\$5.68)	\$6.43	\$7.08	\$7.63
Test Set Maintenance (TC1)	\$8.15 (\$7.75)	\$8.70	\$9.50	\$10.15

Installation Unit
Hourly Rates

Effective	<u>Nov. 1/78</u>	<u>May 28/79</u>	<u>Oct. 29/79</u>	<u>Nov. 3/80</u>
COLA Fold-in		35¢	35¢	30¢
Increases	40¢-60¢		30¢-45¢	25¢-35¢
Installer 1 (Y01)	\$5.76-\$8.26 (\$5.36-\$7.86)	\$6.11-\$8.61	\$6.76-\$9.26	\$7.31-\$9.81

Effective	<u>Nov. 1/78</u>	<u>May 28/79</u>	<u>Oct. 29/79</u>	<u>Nov. 3/80</u>
Installer 5 (Y05)	\$9.11 (\$8.51)	\$9.46	\$10.26	\$10.91

Probationary period is 60 calendar days. Maximum rates for Grade 53 (C53) and ETA (K-A) are reached on merit and for Installer 1 (Y01) after ten 6-month increases.

Settlement Pay: \$100 lump sum payment for all shop employees and, an average of \$75 for all other employees in the bargaining units on the pay-roll on May 18, 1979.

Cost of Living Allowance: \$1.00 float generated under the previous agreement is folded into wages in three steps as shown above.

1¢ for each 0.34 point change in the Consumer Price Index - 1971 =100, above the base of 179.40 (142.8). To be adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: 1 additional day is added for a total of 14 per year.

Paid Vacation: Effective in 1979, 4 weeks after 12 (13) years' service and 5 weeks after 21 (22) years. Effective in 1980, 4 weeks after 11 years and 5 weeks after 20 years. Effective in 1981, 4 weeks after 10 years and 5 weeks after 19 years.

Paid Education Leave (new): Effective May 18, 1979, employer contributes 1¢ per hour.

Health and Welfare: Life Insurance - Effective May 28, 1979, \$9,000 (\$7,000) coverage. Effective January 1, 1980, \$10,000. Employee pays 50¢ per month per \$1,000 of insurance in excess of \$9,000 in the first year and \$10,000 effective January 1, 1980. Effective January 1, 1980, \$30,000 (new) optional additional coverage.

OHIP (Ontario Plants) - Employer pays 100% of the cost of premiums for retirees who attain age 60 during the term of the agreement (new).

In the event the Ontario Government changes to general revenue funding, the utilization and disbursement of monies saved from former premiums paid will be negotiated.

Long Term Disability (new) - Benefits are grade related and range from \$600 - \$800 per month less any applicable statutory benefits, for employees with 5 years' service or more. Employees with less than 5 years' service receive \$200 per month.

Benefits are replaced by normal service related pension benefits at age 65, based on all past service including the period while on L.T.D. (Replaces Disability Pension Plan which required 10 years' seniority for eligibility.)

Dental Plan - Effective May 1, 1979, coverage is based on the 1978 (1975) applicable Dental Association fee schedule. Effective January 1, 1980, the 1979 fee schedules.

Survivor Transition Benefit Plan (new) - Effective July 1, 1979, grade related benefits range from \$275 - \$400 per month for a maximum of 60 months. In addition OHIP premiums are covered. A dependent beneficiary of an employee who died while on the job receives a lump sum payment ranging from \$14,500 - \$20,500.

(This plan replaces the previous Death Benefit Plan which provided a lump sum payment equal to the employee's annual salary if he died at home. Company policy provided for double indemnity if the employee died while physically on the job.)

Retirement Transition Benefit - Effective January 1, 1980, grade related benefits range from \$10 - \$15 per month per year of service. Duration of payments are service related, ranging from 10 months for 15 years' service to 44 months for 39 or more years. If the retiree dies, benefits will continue to the survivor. (Variations of this Plan were previously effected through Company policy.)

Pension Plan: Basic Benefit - Effective January 1, 1980, grade related benefits range from \$12 - \$18 (\$9.50 - \$15.50) per month per year of service, for all eligible employees retiring in 1979 or after.

Early Retirement Supplement - Effective January 1, 1980, \$7.50 (\$7) per month per year of service to a maximum of \$225 (\$175), for all eligible employees retiring in 1979 or after.

Joint Survivor Option - Effective January 1, 1980, eligible spouse of employee who has elected this option will receive 50% (33 1/3%) of the reduced pension. If an active employee, who is eligible by seniority and service, dies without having made this election, a new presumptive clause will invoke the benefits for the spouse.

TRANSPORTATION

Canadian Parcel Delivery (Div. of Canadian Pacific Express Ltd.), system-wide - Railway Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering a total of 600 employees including 440 Ontario employees, settled at the bargaining stage during a work stoppage in May, 1979. Duration of negotiations - 9 months.

Wages:	Effective	Nov. 1/78	Nov. 1/79
	Increases	20¢-44¢	0-40¢
	Casual Employees	\$4.95-\$5.75 (\$4.75-\$5.55)	\$4.95-\$5.75
	Dockman	\$5.69-\$6.14 (\$5.30-\$5.75)	\$6.05-\$6.50
	Driver-Representative	\$5.94-\$6.94 (\$5.50-\$6.50)	\$6.34-\$7.34

Probationary period is 65 working days cumulative service. Maximum rates are reached after two - 6 month increases.

Cost of Living Allowance (new): Using the 1978 average CPI - 1971=100 - as the base, 1¢ for each 0.3 by which the 1979 CPI rises above 8% and the 1980 CPI rises above 14.5%, folded in at end of agreement.

Hours of Work: 40 per week (unchanged).

Paid Holidays: St. Jean Baptiste Day in Quebec and Civic Holiday in other provinces is added for a total of 9 days.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 6 years and 4 weeks after 14 years (all unchanged).

Health and Welfare: Life Insurance - Effective June 1, 1979, \$10,000 (\$7,000) coverage.

Weekly Indemnity - Employees will receive any increase in benefits awarded to C.P. Express service employees.

Dental Plan (new) - Effective December 15, 1979. Details to be negotiated.

Special Allowance (new): Effective April 1, 1979, \$6 per month for employees with dependants and \$3 for others. Payable for those in service every 6 months.

EDUCATION AND RELATED SERVICES

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 376 employees, settled at the bargaining stage and ratified in May, 1979. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	6%
	Teacher D 0-5 years	\$10,168-\$14,048 (\$9,593-\$13,250)
	Teacher Group 1 0-11 years	\$14,120-\$23,990 (\$13,324-\$22,652)
	Teacher Group 4 0-11 years	\$16,250-\$29,670 (\$15,333-\$27,979)

Responsibility Allowance: Current allowances increase by 6%.

CONSTRUCTION

Ontario Master Insulators' Association, Inc. - Local 95, Asbestos Workers (AFL-CIO/CLC): An 11½ month renewal agreement effective from May 14, 1979 to April 30, 1980, covering 1300 employees, settled at the conciliation officer stage and ratified in May, 1979. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 14/79</u>
	General Increase	25¢
	Mechanic - Zone 1	\$12.93 (\$12.68)
	Mechanic - Zone 2	\$12.31 (\$12.06)

Industry Fund (new): 8¢ per hour.

Travelling	Suburban Area 1:	\$3 per working day (unchanged).
Allowance:	2:	\$4.50 (\$4.00) per working day.
	3:	\$5.50 (\$5.00) per working day.
	4:	\$7.00 (\$6.00) per working day.
	5:	\$9.00 (\$8.00) per working day.

Board	\$20 (\$18) per working day.
Allowance:	

Negotiations in Progress during June 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'r* Stage
Armstrong Cork Industries, Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	232	B
Atomic Energy of Canada Limited (Radio Chemical Co.), Ottawa**	CLC Directly Chartered	250	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Boeing of Canada Ltd. (Arnprior Div.)	Machinists (AFL-CIO/CLC)	280	MED
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Calvert of Canada Ltd., Amherstburg	Auto Workers (CLC)	343	WS
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford	Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	309	CO
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	MED/WS
Canron Ltd., Eastern Structural Div., Toronto	Employee's Assn. (Ind.)	251	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors)	650	B
Carleton University, Ottawa	Support Staff Assn. (Ind.)	650	CO
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	835	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	PCB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,425	B
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	715	B
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,040	B

* See page 408 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Consolidated-Bathurst Inc., Braeside	Woodworkers (AFL-CIO/CLC)	230	CO
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Cooper Tool Group Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	325	CO
Dobbie Industries Ltd. (Woolen & Fabric Div.), Cambridge	Natl. Council of Canadian Labour (Ind.)	210	CO
Domglas Ltd. (now Libbey-St. Clair, Inc.), Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	620	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	400	B
Durham Regional Police	Police Assn. (Ind.)	347	CO
East York Borough Corp.	CUPE	230	CO
Eaton Yale Ltd., Suspension Div., Chatham	Auto Workers (CLC)	640	WS
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	785	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	ARB
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,100	B(R)
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (hourly-rated pro- duction empls.)	16,000	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	B
The Globe and Mail (Circulation, Editorial and Maintenance- Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B

**Federal jurisdiction

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310	B
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	B
Halton Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	220	CO
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	MED
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	246	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARB
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273	B
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	450	CO
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ARB
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	700	ARB

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	210	B
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	268	CO
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	CO
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	B
Lakehead Terminal Elevators Assn., Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	B
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn.	390	B
Loblaws Ltd., Warehouse and Divisional Dept., province- wide	Foodworkers (AFL-CIO/CLC)	400	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	CO

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	220	B
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time empls.)	285	B(R)
Moore Corp., Moore Business Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	200	CO
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.) (general freight, drivers, dockmen, maintenance and mechanics)	6,500	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	B
National Grocers Co. Ltd., Hamilton, Kitchener, London, Orillia, Oshawa and Peterborough	Retail, Wholesale Employees (AFL-CIO/CLC)	200	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	ARB
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	480	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	483	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	350	WS
North Bay City Corp.	CUPE (CLC) (hourly-rated and salaried empls.)	212	B
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	MED
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	MED

**Federal jurisdiction

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
North York Public Library Board	CUPE (CLC)	300	B
Northern Telecom Canada Ltd., Bramalea	Auto Workers (CLC) (production empls.)	1,515	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	ARB
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,000	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	4,300	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	MED
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARB
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,150	B
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	CB
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCB
Ottawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,000	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	ARB
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assns. and Assn. des Enseignants Franco- Ontariens (Ind.)	985	B
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B

**Federal jurisdiction

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	B
Pedlar Castings Ltd., Div. of Pedlar Industrial, Oshawa	Steelworkers (AFL-CIO/CLC) (production empls.)	400	B
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARB
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	590	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	MED
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production empls.)	650	MED
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	800	B
Pipe Line Contractors Assn. of Canada	Teamsters (Ind.)	200	B
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	200	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	370	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	PMB
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420	B

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	ARB
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	290	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospital- lers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	PCB
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	375	CO
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sarnia General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	246	ARB
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	CO
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	PCB
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	452	CO
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	380	ARB
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	B

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
carborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PCB
carborough General Hospital	OPSEU (Ind.)	220	B
imcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
imcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
imcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250	B
tormont, Dundas and Glengary County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B
tormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	MED
udbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	462	B
udbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
udbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
udbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035	B
udbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB
unbeam Shoes Ltd., Port Colborne	Foodworkers (AFL-CIO/CLC)	200	B
unnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	CO
AS Communications Services, Toronto	Communications Workers (CLC)	230	B
CF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	320	CO
oronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
oronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
oronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	ARB

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,200	MED
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	10,855	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Toronto Public Library Board	CUPE (CLC)	400	B
Toronto Sportswear Group and three other firms, Toronto	United Garment Workers (AFL-CIO/CLC)	240	MED
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	765	B
University of Toronto	Graduate Assistants Assn. (Ind.)	2,030	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	B
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	B
University of Waterloo (Plant Operations and Food Services Depts.)	CUPE (CLC)	400	B
University of Windsor	CUPE (CLC) (service, maintenance and cafeteria empls.)	200	B
University of Windsor	Faculty Assn. (Ind.)	550	B
VS Services Ltd., Vending Services, Brantford, Chatham, Hamilton, Kitchener, Lindsay, London, Peterborough, St. Catharines, Toronto, Waterloo, Windsor and Woodstock	Teamsters (Ind.)	285	MED
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	ARB
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PCB
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/CLC)	360	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,600	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	ARB
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wentworth County Board of Education	CUPE (CLC)	200	CO
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	MED/WS
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	850	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	WS
Windsor City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	MED/WS
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	MED
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	CUPE (CLC)	300	CO
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	975	B
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Nfld., Que., Ont., and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CB
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB(R
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CB
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	PCB
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor, Woodstock, Ont. and St. Laurent and Ste. Therese, Que.	Auto Workers (CLC)	32,000	B
Government of Canada (Treasury Board)**	Canadian Union of Professional and Technical Employees (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,120	PCB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B

** Federal jurisdiction

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (physical sciences group)	575	MED
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (financial administra- tion group)	1,705	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, super- visory and non-supervisory)	2,690	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,690	ARB
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Division), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance empls., etc.)	1,600	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies system-wide**	Non-operating Railway Unions (AFL- CIO/CLC) (shop craft empl.)	20,000	CB
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Head- quarters Agreement)	1,080	CB
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (uncertificated personnel)	525	CO

Negotiations in Progress during June 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1979

Employer and Location	Union	No. of Empls.
Armstrong Cork Industries, Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	232
Canada Packers Ltd., Beardmore Div., Halton Hills	Foodworkers (AFL-CIO/CLC)	325
Canadian Broadcasting Corp.	CUPE (CLC) (office and professional empls.)	960
Canadian Broadcasting Corp.	CUPE (CLC) (T.V. production empls.)	430
Canron Ltd., Eastern Structural Div., Toronto	Employees Assn. (Ind.)	251
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,040
Douglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL- CIO/CLC) (plant empls.)	620
Loblaws Ltd., Warehouse and Divisional Dept., province-wide	Foodworkers (AFL-CIO/CLC)	400
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	290
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (architecture and town planning)	450

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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
July 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

August 29, 1979

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Highlights

Newspaper Settlements. In July the Printing and Graphic Communications Union (PGCU) Local N-1 and Toronto Star Newspapers reached a new settlement with three of the company's six mechanical units whose contracts were due for renewal on December 31, 1978. The six units, responsible for the physical production of newspapers, included 422 PGCU members and 27 photoengravers, 32 machinists and 17 electricians represented by three smaller unions. Initially, all four unions negotiated jointly and sought a 12 per cent wage increase protected by a COLA clause in a one year agreement, as well as improvements in fringe benefits including higher premiums for night work and a 4-day work week. The joint talks were terminated when the unions individually applied for conciliation following the newspaper's original proposal for a four-stage wage increase of 14 per cent over three years.

The PGCU settlement, which resulted in three separate 36-month agreements covering pressmen and paperhandlers, stereotypers, mailers and inserters, was concluded in mediation. The contracts, retroactive to January 1, 1979, provided a four-stage wage increase of about 21 per cent over the three-year term, plus lump sum bonuses ranging from \$234 for inserters to \$600 for fully experienced pressmen and stereotypers. The bonuses were designed to compensate both for the three-year term and for a 3 per cent increase ceiling in the first six months which was related to a similar increase for the same period under the company's contract with the Newspaper Guild (TNG). The remaining three increases, amounting to 5, 6 and 6.8 per cent, covered the second half of 1979 and each of the following two years, respectively. Other negotiated changes involved revisions in the pension plan, welfare benefits and paid vacation provisions. The vacation entitlements were brought into line with those for TNG members.

Meanwhile, the three other craft unions were still considering offers similar in dollar terms to the one accepted by the PGCU. The machinists and the electricians, in a legal position to strike since mid-May, resumed negotiations with the help of a mediator, whilst the photoengravers were awaiting an Ontario Labour Relations Board ruling on a jurisdictional dispute involving the Star's efforts to assign some of the plate-making work to stereotypers. Talks also continued to establish new contract terms for four TNG units including 1,800 editorial, circulation and maintenance - delivery employees at the Toronto Star and the Globe & Mail, where the last TNG agreements expired on June 30, 1979. The 1,400-member composite Star unit entered the conciliation stage at the end of July, while the three separate Globe groups were engaged in direct negotiations.

In another development, the Citizen unit of the Ottawa Newspaper Guild reached a 36-month renewal agreement after a year of intermittent negotiations. Originally three unions were involved in the Citizen negotiations, but two of them, representing compositors, mailers, pressmen and stereotypers, accepted in the interim the paper's single three-year contract offer made to all the unions.

The TNG rejected it because of a disagreement over the company proposal to reduce the number of employees required to be guild members and to change union security provisions. The parties agreed in principle on a new contract in late April following negotiations mediated by Rt. Rev. W. Robinson, Anglican Bishop of Ottawa, although ratification of the settlement was delayed until July to resolve a conflict over the contract wording. The new agreement, based on the initial company offer and retroactive to July 21, 1978, provided a general wage increase of 7.3 per cent in the first year, followed by 6.5 and 7.3 per cent in the remaining two years, respectively. Additional improvements included higher call-back pay and liberalized eligibility rules for four and five weeks of vacation. /Details of the TNG settlement will be published in the August 1979 issue of this report/.

Municipal Sector Settlements. The 1979 round of civic bargaining between major Ontario municipal centres and various locals of the Canadian Union of Public Employees (CUPE) involved about 23,500 inside and outside employees covered by 37 agreements which expired either at the end of December 1978 or during the following three months. All but 8 of these agreements have been renewed to date, with 15 of the new contracts ratified during the month of July.

The largest of the July settlements affected 9,960 members of CUPE Locals 43 and 79 employed by Toronto City and Metropolitan Toronto. Over the past four years both locals have negotiated jointly and participated in area-wide co-ordinated bargaining. The arrangement included the remaining 8 CUPE locals acting on behalf of about 3,500 civic employees in North York and four area boroughs, with a settlement reached by the two major locals serving as a basis for contract renewals for members of the smaller units. The bargaining structure was maintained in the initial stages of the 1979 negotiations, with all the locals submitting proposals for a one-year wage increase of 12 per cent plus a cost-of-living bonus, protection of current wage classifications for employees undergoing job evaluation, reduction of the work week to 36 hours for workers currently on 40 hour schedules, an end to contracting work to outsiders, and improvements in fringe benefits. At the same time the management negotiators were trying to hold down wage increases to the level of last year's 5.75 per cent raise.

During the course of negotiations, however, the parties broke away from the traditional system and five of the area municipalities reverted to separate bargaining, with each making different contract proposals. Toronto City and Metro continued to negotiate jointly and in May reached a tentative settlement involving a one-year wage increase of 8.5 per cent and improvements in some benefits. The pact was rejected by both union locals, mainly over the lack of a COLA clause. The rejection contributed to a split in the joint bargaining scheme, when the Metro negotiators refused to go along with a new City offer providing a 7 per cent increase from January 1, and another 2.5 per cent from October 1 in a one-year agreement. Nevertheless, the terms of Toronto City's final settlement, reached in mid-July with the help of a provincial conciliator,

were later matched by the Metro negotiators. The resulting four renewal agreements were accepted in separate ratification votes by overwhelming margins. In addition to the non-compounded wage increases totalling 9.5 per cent, the contracts included higher shift and weekend premiums, a broadened dental plan, increased mileage allowances, and a new provision for reimbursement of legal expenses incurred by employees in the discharge of their duties. The Metro agreements provided also for the initiation of a job evaluation plan on March 1, 1980, with wage adjustments to be retroactive to the beginning of 1980. An almost identical offer was accepted in the meantime by 913 inside and outside employees in Scarborough.

In North York, where locals 94 and 373 embarked for the first time on joint negotiations with the city on behalf of its outside and inside staff, the breakdown in the new bargaining format occurred when the 500 clerical and office employees accepted a settlement which the outside workers turned down. That settlement, concluded in early July in mediation, contained non-compounded general wage increases of 7 per cent retroactive to January 1 plus 2 per cent on November 1, but did not include the sought after job evaluation, cost-of-living clause and improvements in dental plan and seniority provisions. The 725 arena, parks and maintenance employees walked off the job July 5 with the stated intention of holding out for a 9 per cent increase retroactive to January 1. Following a 19-day work stoppage, the North York outside unit finally accepted an offer similar to that accepted by their Toronto counterparts, although issues leading to the strike remained unresolved.

At the same time, Etobicoke's 600 unionized employees agreed in direct negotiations on a three-year agreement which restored a cost-of-living clause. The deal called for a two-stage general wage increase of 8.5 per cent in 1979, followed by increases of 6 per cent tied into the CPI in each of the next two years. The cost-of-living adjustments, triggered at the 6 per cent increase level and calculated at 2½ cents for each one point rise in the CPI with a cap of 25 cents per hour, will be folded into the wage rates at the end of each year. Gains in fringe benefits paralleled those in the Toronto agreements, with a wage classification review to begin in January 1980.

Finally, 220 inside and outside employees in East York reached in post-conciliation bargaining a two-year agreement providing in the first year the same wage-benefit improvements as accepted by Toronto workers, with the second year monetary changes matching the Etobicoke terms. It is expected that the remaining two contracts in York Borough will follow the 7 plus 2.5 per cent pattern. In spite of the different monetary arrangements, four of the Toronto area municipal employers maintained a uniform hourly base labour rate (\$7.03 by October 1979); North York will continue to pay one cent more and Etobicoke rates will be 6 cents less.

Four other municipal settlements concluded in July affected CUPE locals in Kitchener, Windsor and York Regional Municipality. The 268 outside workers in Kitchener settled in mediation for a

general wage increase of 49 cents per hour (about 7.5 per cent) in a one-year contract which also called for some improvements in benefits. A two-year renewal agreement covering 300 inside and outside employees in York Region included a general wage increase of 7 per cent for 1979 and a further 8.5 per cent paid in two stages in 1980. Additional benefits included increased shift premiums, meal and safety shoe allowances, a new employer-paid dental plan and a graduated reduction in work hours for road maintenance employees from 44 hours to 40 hours per week by July 1980.

The two Windsor renewal agreements, covering the city's 1,000 inside and outside workers, were reached during work stoppages which began June 20. At issue was the maintenance of an existing COLA clause and the timing of the inclusion of the 1979 payments into the base pay for 1980 calculations. The identical two-year contracts, ending the 28-day strikes, provided general wage and salary increases of 3 per cent in each year and the continuation of unrestricted COLA clauses. In addition, 50 cents of the 87 cent COLA float generated under the previous agreements was folded-in on the July 18 ratification date, with the remaining 37 cents plus future adjustments to be included in the wage rates by the end of both contracts. A number of improvements in the major medical and dental plans, and a voluntary retirement scheme, effective in 1980, which makes full pensions available after 30 years service, were also negotiated.

The remaining 14 renewal agreements in the municipal sector, finalized between February and June, involved 7,600 CUPE members in major central and southern Ontario centres, including 3,600 civic employees of Ottawa City and Ottawa-Carleton Municipality. Eight of the contracts were settled in direction negotiations, four were achieved either at the conciliation, post-conciliation or mediation stages and the remaining two were concluded during work stoppages. Seven of the contracts covered a 24-month period, confirming a growing trend toward longer-term agreements noticeable since AIB controls were removed last year. Four of the two-year agreements provided for protection of the negotiated increases from inflation by fold-ins of cost-of-living adjustments triggered in the second year at the wage increase levels. The wage increases in these 14 contracts generally ranged from slightly over 6 per cent to 8 per cent for 1979 and 7 per cent for 1980.

At the end of July, bargaining was continuing between CUPE locals and municipal governments in Cambridge, North Bay, Sault Ste. Marie and York Borough. At Cambridge and Sault Ste. Marie, where the outside and inside units have been on strike since mid-April and mid-May, respectively, the talks were stalled over monetary issues after attempts to mediate the disputes failed. In North Bay the talks were conducted with the help of a conciliator, while in York Borough the parties were still engaged in direct negotiations.

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FOOD AND BEVERAGE

Canadian Cannery Limited at Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford - Locals P403, P596, P617 and P619, United Food and Commercial Union (AFL-CIO/CLC): Five 24-month renewal agreements effective from March 2, 1979 to March 1, 1981, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Mar. 2/79	Mar. 2/80
	Increases	60¢	60¢ weighted average
	COLA Fold-in	35¢	
	<u>Simcoe 200 employees</u>		
	Light Production Labourer	\$5.93 (\$4.98)	\$6.48
	Journeyman Electrician	\$8.07 (\$7.12)	\$8.82

Cost of Living Allowance: 1¢ per hour per 0.4 increase in the Consumer Price Index - 1971=100. Adjusted quarterly.

Shift Premium: Simcoe and St. David's - 0-25¢-30¢ (0-20¢-25¢). Others - 0-25¢-25¢ (0-20¢-20¢).

Pension Plan (new): Effective January 1, 1981, employer introduces non-contributory pension plan. Benefit of \$6.50 per month per year of past and future service.

CLOTHING

Toronto Sportswear Group at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 240 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/79	May 1/80
	Increases	8% of gross wages, with a minimum increase of 35¢ per hour.	8% non-compounded on gross wages, with a minimum increase of 35¢ per hour.
	General Hand	\$3.81 (\$3.46)	\$4.16

Paid Vacation: Effective May 1, 1980, 3 weeks after 8 (9) years' service.

Health and Welfare: Effective July 1979, employer contributes 3% (1 1/4%) of gross wages to fund.

WOOD

Consolidated Bathurst Inc., Wood Products Division (formerly Gillies Brothers and Co. Ltd.) at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/79	July 1/80
	General Increases	70¢	75¢
	Classification Adjustment	5¢ average	
	Labour	\$6.09 (\$5.39)	\$6.84
	Electrician (Licensed)	\$7.77 (\$7.07)	\$8.52
Shift Premium:	0-20¢-25¢ (0-15¢-20¢).		
Weekend Premium:	60¢ (50¢) per hour.		
Paid Holidays:	1 additional floating day for a total of 12 days.		
Paid Vacation:	4 weeks at 8% after 12 (14) year's service, 5 weeks at 10% after 22 (24) years, 6 weeks (new) at 12% after 28 years. The sixth week may be accumulated to be taken at time of retirement.		
Bereavement Leave:	Employee on bereavement leave receives compensation for statutory holiday. (Previously no compensation.)		
Health and Welfare:	<u>Life Insurance</u> - \$12,000 (\$9,000) coverage. <u>A.D. & D.</u> - \$15,000 (\$12,000) coverage. <u>Weekly Indemnity</u> - Employer pays 100% of cost of premiums providing benefits of \$23 per day or \$160 per week. (Previously benefits of \$12.85 per day for employees with less than 5 years' seniority and \$17 per day or \$119 per week for other employees. Employee contribution was 85¢ per month.)		
Tool Allowance:	For Welders, Millwrights, Machinists, Carpenters and Mechanics, \$100 (\$50) per year. For Electricians, \$50 (\$25) per year.		
Training Allowance:	Employer pays 100% (50%) of difference between regular wage and government allowance for apprentices.		

PRINTING PUBLISHING AND ALLIED

Toronto Star Newspapers Limited - Local N-1, Printing and Graphic Communications (AFL-CIO/CLC) (pressmen and paperhandlers, stereotypers and mailing room employees): Three 36-month renewal agreements effective from January 1, 1979 to December 31, 1981, covering 422 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Lump sum payment of \$234-\$600 depending on classification.

Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	\$9.81-\$12.00	5%	\$20.85-\$26.75	6.8%

Weekly Rates

Journeyman Paperhandler	\$333.34 (\$323.63)	\$350.01	\$370.86	\$396.06
Journeyman Mailer	\$336.77 (\$326.96)	\$353.61	\$375.28	\$400.78
Journeyman Pressman and Stereotyper	\$395.00 (\$383.00)	\$414.75	\$441.50	\$471.50

Paid Vacation: 4 weeks after 5 (8) years' service, 5 weeks after 10 (20) years.

Health and Welfare: Weekly Indemnity - Benefits of 100% of contract day rate from first day of compensable accident, from second day of other accidents, sickness or disease for a period of 26 weeks. (Previously from second day for accident, sickness or disease.)

Long Term Disability - 2 year waiting period for new employees. (Previously, no waiting period.)

Pension Plan: Pressmen, paperhandlers and stereotypers and, as previously, mailing room employees, covered by contributory plan. (Previously, pressmen, paperhandlers and stereotypers participated in non-contributory plan.)

PRIMARY METAL

Pedlar Castings Ltd. Division of Pedlar Inc. (formerly Fittings Ltd.) at Oshawa - Local 1817, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1979 to April 30, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/79</u>	<u>May 1/80</u>	<u>May 1/81</u>
	General	45¢	45¢	45¢
	Increases			

	<u>May 1/79</u>	<u>May 1/80</u>	<u>May 1/81</u>
Skilled Trades Adjustment	25¢		
General Labourer	\$5.94 (\$5.49)	\$6.39	\$6.84
Electrician "A"	\$7.55 (\$6.85)	\$8.00	\$8.45
Paid Holidays:	1 floating day is added for a total of 13 days. Effective May 1, 1980, November 11th is added for 14 days and, the floating day becomes a personal holiday.		
Paid Vacation:	5 weeks (new) after 33 years' service. Effective May 1, 1980, 4 weeks after 15 (16) years and 5 weeks after 32 years. Effective May 1, 1981, 5 weeks after 31 years.		
Bereavement Leave:	Grandchildren are added for 1 day's paid leave.		
Health and Welfare:	Life Insurance and A.D. & D. - \$8,000 (\$6,500) coverage. Effective May 1, 1980, \$9,000. Effective May 1, 1981, \$10,000. <u>Life Insurance for Retirees - \$1,000 (\$500) coverage.</u> Sickness and Accident - Benefit increases to \$125 (\$115) per week. Effective May 1, 1980, \$130 per week. Effective May 1, 1981, \$135 per week.		
Pension Plan:	Employer Contribution - 47.7¢ (32.5¢) per hour. Effective May 1, 1980, 55.8¢. Effective May 1, 1981, 63.9¢.		
Safety Footwear Allowance:	\$20 (\$15) per year. Effective May 1, 1980, \$25. Effective May 1, 1981, \$30.		

METAL FABRICATING

Cooper Tool Group Limited at Port Hope - Local 6497, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1979, to June 1, 1982, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/79</u>	<u>June 1/80</u>	<u>June 1/81</u>
General Increases		50¢	20¢	20¢
Skilled Trades Adjustments		50¢	25¢	
Additional Adjustments		25¢ for lead hands	25¢ for lead hands	

	<u>June 1/79</u>	<u>June 1/80</u>	<u>June 1/81</u>
General Labourer	\$5.77 (\$5.27)	\$5.97	\$6.17
Electrical Technician	\$7.57 (\$6.57)	\$8.02	\$8.22
Cost of Living Allowance:	30-cent COLA float generated under the previous two agreements continues to float. 1¢ for each 0.4 rise in the Consumer Price Index - 1971=100. To be adjusted annually. (Previously, 1¢ for each 0.5 rise in the CPI-1971=100. Triggered at 6%, and adjusted quarterly.)		
Paid Vacation:	4 weeks after 14 (15) years' service. Effective June 1, 1981, 4 weeks after 13 years.		
Health and Welfare:	Weekly Indemnity Plan - Effective August, 1, 1979, benefit increases to \$130 (\$120) per week. Effective June 1, 1980, \$135. Effective June 1, 1981, \$145 per week. Long Term Disability Plan - Effective August 1, 1979, benefit increases to \$90 (\$80) per week. Major Medical (new) - Effective June 1, 1980, employer pays 100% of the cost of premiums for a plan which provides a maximum lifetime benefit of \$25,000. Deductibles of \$25 single and \$50 family. 80%/20% co-insurance. Dental Plan (new) - Effective August 1, 1979, employer pays 100% of cost of premiums. \$75 deductible per employee per dependent per lifetime for basic dentistry. Co-insurance of 70%/30% in the first year, 80%/20% in the second year, 90%/10% in the third year and 100% in the fourth year. Plan provides for major dentistry with a \$75 deductible per year and 60%/40% co-insurance.		
Pension Plan:	Basic Benefit - Effective January 1, 1980, \$8.50 (\$8) per month per year of service. Effective January 1, 1981, \$9. Effective January 1, 1982, \$9.50.		
Safety Shoe Allowance:	\$15 (\$10) per year.		

MACHINERY

Champion Road Machinery Ltd. at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (830 hourly rated and 90 salaried employees): Two 24-month renewal agreements. Production unit agreement effective from August 15, 1979 to August 14, 1981. Office unit agreement effective from June 25, 1979 to June 16, 1981. Both settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Production Unit*</u>		
	Effective	<u>Aug. 15/79</u>	<u>Aug. 15/80</u>
	COLA Fold-in	13¢	Accumulated Float
	General Increases	8%	8%
	Sweeper	\$8.51 (\$7.75)	\$9.19
	Machinist 1	\$10.23 (\$9.34)	\$11.05
	Electronic Technician	\$10.51 (\$9.60)	\$11.35
*Office unit employees received commensurate rate increases. Other provisions reported below pertain to both agreements except where noted.			
Cost of Living Allowance:	1¢ per 0.3 change in the 1971 Index after 6% trigger per year - adjusted monthly and folded in at end of first year. (Previously, 1¢ per .36 change; 6% trigger.)		
Hours of Work:	Hourly employees - 37 1/2 per week; salaried employees - 36 per week (both unchanged).		
Shift Premium:	7% above the normal weekly wages including overtime for all hours worked on the afternoon or night shift (unchanged).		
Paid Holidays:	16 days (unchanged).		
Paid Vacation:	Hourly employees - for the vacation year starting June 30, 1980; salaried employees - for the vacation year starting June 30, 1979: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years (unchanged), 5 weeks after 15 (17) years, 6 weeks after 20 (25) years and 7 weeks (new) after 25 years.		
Vacation Bonus:	\$25 per week of vacation (unchanged). Employer pays equivalent of estimated income tax on bonus (new).		
Bereavement Leave:	Stepmother and stepfather are added to definition of "immediate family".		
Health and Welfare:	Life Insurance and A.D. & D. - \$14,000 (\$12,000) coverage for employees with no dependants and \$16,000 (\$14,000) with dependants. Effective August 1, 1979 for salaried employees and September 1, 1979 for hourly employees.		
	<u>Life Insurance for Pensioners</u> - \$2,000 (\$1,000) coverage, effective August 1, 1979 for salaried employees and September 1, 1979 for hourly employees.		
	<u>Weekly Indemnity</u> - Vacation pay and sick benefits will no longer be "stacked".		

Prescription Eyeglasses - \$50 (\$40) per year, effective August 1, 1979 for salaried employees and September 1, 1979 for hourly employees.

Dental Plan - Coverage to be based on the 1979 (1977) Ontario Dental Association fee schedule. Coverage for recaps and dentures beginning second year.

Pension Plan: Basic Benefit - \$13.50 (\$11.75) per month per year of service, effective August 1, 1979 for salaried employees and September 1, 1979 for hourly employees.

Truck Driver Mileage Rate: Production unit only - Effective August 15, 1979, 12¢-18.5¢ (11¢-18¢) per mile. Effective August 15, 1980, 13¢-20¢.

Safety Shoe Allowance: Production unit only - Effective August 15, 1979, \$45 (\$35) per year.

TRANSPORTATION EQUIPMENT

Boeing of Canada Limited, Arnprior Division at Arnprior - Local 1542, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 7, 1979 to March 6, 1981, covering 280 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Mar. 7/79	Sept. 7/79	Mar. 7/80
	General Increases	50¢	20¢	35¢
	Electrical Bench Inspector	\$5.81 (\$5.31)	\$6.01	\$6.36
	Sheetmetal Journeyman A	\$7.58 (\$7.08)	\$7.78	\$8.13

Cost of Living Allowance (new): Effective in June 1980, 1¢ per hour per 0.3 point increase in the Consumer Price Index - 1971=100, above the base of February 1980. To be adjusted quarterly.

Paid Holidays: 26 days during term of agreement. (Previously, 11 days per year.)

Pension Plan: Employee may retire at age 62 with no reduction in benefits. A .4% reduction for each month that retirement precedes employee's 62nd birthday (new).

Fruehauf Trailer Company of Canada Limited, Manufacturing Plant and Factory Service Branch at Mississauga - Local 252, Auto Workers (CLC) (580 hourly paid employees): Two 36-month renewal agreements effective from May 1, 1979 to April 30, 1982, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:

Effective	<u>May 1/79</u>	<u>July 17/79</u>	<u>May 4/80</u>	<u>May 3/81</u>
<u>Dixie Manufacturing Plant (550 employees)</u>				
COLA Fold-in		\$1		
General Increases	37¢		20¢	20¢
Labourer	\$6.86-\$7.04 (\$6.49-\$6.67)	\$7.86-\$8.04	\$8.06-\$8.24	\$8.26-\$8.44
Millwright	\$7.67-\$7.84 (\$7.30-\$7.47)	\$8.67-\$8.84	\$8.87-\$9.04	\$9.07-\$9.24
Cost of Living Allowance:	Effective June 15, 1979, float of \$1.25 an hour. \$1 of float folded in upon ratification. Adjustments of 1¢ per 0.34 change in the Consumer Price Index - 1971=100, payable quarterly, continuing to March, 1982. (Basic formula is unchanged).			
Hours of Work:	40 hours per week (unchanged).			
Shift Premium:	Effective following ratification 0-18¢-20¢ (0-16¢-18¢).			
Paid Holidays:	12 days (unchanged).			
Paid Vacation:	Effective May 1, 1980, 3 weeks after 6 (7) years' service, 3 1/2 weeks (new) after 10 years, 4 weeks after 15 (17) years and 5 weeks (new) after 25 years. 2 weeks after 1 year (unchanged).			
Paid Education Leave (new):	Employer to contribute 1¢ per hour to a special fund.			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$10,000 (\$8,000) coverage. <u>Accident and Sickness Disability</u> - \$170 (\$135) per week for first day accident, first day hospital confinement, first day hospital for out patient surgery, eighth day illness, for 52 weeks. <u>Dental Plan</u> - Class III and Class IV Services are added to plan based on the 1979 Ontario Dental Association fee schedule. Plan pays 50% of charges for Class III and \$500 lifetime maximum for orthodontic services - Class IV.			
Pension Plan:	<u>Level of Benefits</u> - \$8.50 (\$7.50) per month per year of credited service. Effective in 1980, \$9. Effective in 1981, \$9.50. <u>Early Retirement</u> - At age 62 with 10 years' service, normal pension benefit plus supplemental pension of \$4.25 per month per year of credited service - maximum 35 years - from date of retirement until age 65. This change in early retirement also reduces the total of the actuarial reduction for employees retiring early between ages 60 and 62.			

Surviving Spouse Option -

Post Retirement - For employee married minimum of one year at time of retirement, employee has option to take 90%* of benefit amount, payable for employees' lifetime, with 50% of this reduced benefit going to spouse upon retiree's death during her lifetime.

*90% factor applies when difference in age of employee and age of spouse is 5 years or less. Factor varies when difference exceeds 5 years.

Pre-Retirement - If an employee who would qualify for early retirement "age 60 and 10 years of credited service" and has been married for at least one year, dies, the spouse will receive a benefit for her lifetime based on the formula defined above.

Current Retirees - \$7 (\$6) per month per year of credited service.

Safety Shoe Allowance: \$15 (\$5) per pair with a maximum of 2 pairs per year.

Tool Allowance: Employer to reimburse employees 25% for tool replacement due to metric conversion.

Supplementary Unemployment Benefit Plan: \$70 (\$50) per week. Short week benefits of \$14 (\$10) per day.

Eaton Yale Ltd. (Suspension Division) at Chatham - Local 127, Auto Workers (CLC)
(650 plant employees): A 42-month renewal agreement effective from July 30, 1979 to February 1, 1983, settled during a work stoppage. Duration of negotiations - 8 months. Previous agreement expired April 12, 1979.

Wages:	Effective	<u>July 30/79</u>	<u>Aug. 4/80</u>	<u>Aug. 3/81</u>	<u>Aug. 2/82</u>
COLA Fold-in		\$1.16			
General Increases		60¢	30¢	30¢	35¢
Skilled Trades Adjustments		50¢	15¢	25¢	-
Labourer		\$8.04 (\$6.28)	\$8.34	\$8.64	\$8.99
Truck Driver		\$8.19 (\$6.43)	\$8.49	\$8.79	\$9.14
Electrician		\$10.09 (\$7.83)	\$10.54	\$11.09	\$11.44

Apprentices - \$7 or 70% (\$5.50 or 70%) of corresponding skilled trades rate, whichever is higher.

Retroactivity:	60¢ per hour for all hours worked from April 16, 1979 to April 19, 1979.
Cost of Living Allowance:	Effective in the first year, quarterly adjustments of 1¢ per 0.35 change in the Consumer Price Index - 1971=100. Effective in the second and third years, 1¢ per 0.3 change in the CPI. (Previously, 1¢ per 0.4 change.)
Hours of Work:	40 hours per week (unchanged).
Shift Premium:	Effective August 4, 1980, 0-27¢-29¢ (0-17¢-19¢).
Saturday Work:	Time and one-half for the first 8 hours and double time thereafter. (Previously, time and one-half for all hours worked.)
Paid Holidays:	An additional day during the Christmas period is added for 15 (14) days.
Paid Vacation:	Effective June 30, 1979, 4 weeks at 8% (7%) of earnings or 120 hours of pay at straight time plus COLA, whichever is greater, after 10 years. Also, 2 weeks at 4% or 80 hours after 1 year and 3 weeks at 6% or 100 hours after 5 years (both unchanged). Effective June 30, 1982, 2 weeks at 5% after 3 years (new) and 4 weeks at 8% or 160 hours after 10 years.
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1979, \$12,000 (\$10,000) coverage. Effective August 1, 1980, \$13,000. Effective August 1, 1981, \$14,000. <u>Life Insurance for Retirees (new)</u> - \$2,000 coverage. <u>Sickness and Accident</u> - Effective September 1, 1979, \$125 (\$105) per week. Effective August 1, 1980, \$170 and U.I.C. integrated. <u>Long Term Disability (new)</u> - Employer pays 100% of cost of premiums. Pays to age 65 at S & A benefit level less any applicable insurance or statutory benefits received. <u>Dental Plan</u> - Effective in the first year of agreement, periodontal and endodontic coverage are added. Payments are based on the 1978 (1975) Ontario Dental Association fee schedule. Effective in the second year the 1979 ODA fee schedule and in the third year, the 1980 fee schedule.
Pension Plan:	<u>Basic Monthly Benefit</u> - For retirements on or after August 1, 1980, \$8 (\$7) per year of service. Effective August 1, 1981, \$9. Effective August 1, 1982, \$10.
Supplemental Unemployment Benefit Plan:	<u>Maximum Fund Level</u> - Based on \$500 (\$400) per employee. <u>Employer Contribution</u> - Effective August 1, 1979, 8¢ (7¢) per hour. Effective August 1, 1980, 9¢. <u>Waiting Period Weekly Benefit</u> - \$85 (\$70) plus \$2 (\$1.50) each for up to 4 dependants.

Maximum Regular Weekly Benefit - \$75 (\$70).

Bereavement Leave:	1 day for death of a grandchild added.
Paid Union Education Leave (new):	Funded by employer at 1¢ per hour worked.
Safety Shoe Allowance:	2 pairs per year for skilled tradesmen. Up to \$35 every 18 months for all other employees after probation. (Previously, \$20 every 18 months for all employees with 1 or more years of seniority).

North American Plastics Company Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from May 14, 1979 to May 13, 1982, covering 350 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	May 14/79	May 14/80	May 14/81
	General Increases	35¢	30¢	30¢
	COLA Fold-in	\$1.00		
	Assembler	\$4.90-\$5.05 (\$3.55-\$3.70)	\$5.20-\$5.35	\$5.50-\$5.65
	Electrician A	\$8.35-\$8.50 (\$7.00-\$7.15)	\$8.65-\$8.80	\$8.95-\$9.10

Maximum rates are reached after completion of probationary period of 90 days.

Cost of Living Allowance:	9¢ generated in the previous agreement will continue to float. 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Same formula.)
Paid Holidays:	1 additional day for a total of 12 days. Effective in 1980, one additional day.
Health and Welfare:	<u>Life Insurance</u> - Effective May 14, 1981, \$7,500 (\$5,000) <u>Weekly Indemnity</u> - Benefit of 66 2/3% of UIC maximum per week, payable for 26 (15) weeks.
Pension Plan (new):	Effective May 13, 1981, employer pays 100% of cost of providing plan with benefits of \$3 per month per year of service. Service from May 1976 will be credited.

TRANSPORTATION

Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence Seaway and coastal area - Local 401, Railway, Transport and General Workers

(CLC) (unlicensed personnel): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	General Increases	9.7%	7%
	Deck Hand	\$4.73 (\$4.31)	\$5.06
	Ordinary Seaman	\$4.84 (\$4.41)	\$5.18
	Chief Cook	\$6.48 (\$5.91)	\$6.93
Cost of Living Allowance (new):	If the Consumer Price Index - 1971=100 - increase between March 31, 1979 and March 31, 1980, exceeds 7%, rate will increase on a % per % basic.		
	Except where noted changes shown below are effective August 1, 1979.		
Hours of Work:	40 hours per week (unchanged).		
Paid Holidays:	11 days (unchanged).		
Vacation Pay:	4% of earnings for time worked during the navigation season for employees with less than 2 years of service, 6% after 2 years and 8% after 8 years (all unchanged).		
Accumulated Leave Pay:	Equals .334 times basic hourly rate times hours worked (formula unchanged).		
Health and Welfare:	Life Insurance and A.D. & D.- \$15,000 (\$10,000) coverage for employees. Life insurance for spouse and a child of \$4,000 (\$2,000) and \$2,000 (\$1,000) respectively.		
	<u>OHIP</u> - Employer pays 100% (75%) of cost of premiums.		
	<u>Weekly Indemnity</u> - 1-8-15 plan, 60% of regular income to a maximum of \$159 in first year, and \$159 or U.I.C. benefit level in second year, whichever is greater (\$130 flat amount).		
	<u>Major Medical (new)</u> - Includes coverage for drugs, nursing care, ambulance, paramedical and \$50 every 2 years for eyeglasses or \$200 for contact lenses.		
	<u>Dental Plan (new)</u> - Basic, preventative coverage. Employer pays 50% of cost.		
Coverall Allowance:	\$25 (\$15) May 1st and September 1st of each year for employees of the cargo maintenance department of self-unloading vessels.		
Transportation Allowance for Fit-outs:	17¢ (15¢) per mile between employee's home and vessel. Effective April 1, 1980, 19¢ per mile. \$15 minimum (unchanged) and \$175 (\$160) maximum for each trip.		

Bonus Pay for Employees on Self-Unloaders: \$31 (\$30) per month maximum. Effective April 1, 1980, \$33.

Employee Service Fund: Employer pays 65¢ (50¢) per job payroll day to the Union.

Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Division) in Ontario and Quebec - Locals 69, 106, 880 and 938, Teamsters (Ind.) (1,750 drivers, mechanics, yardmen and loaders): A 36-month renewal agreement effective from July 1, 1979* to June 30, 1982, settled at the conciliation officer stage. Duration of negotiations - 4 months

*Except where noted, first year changes are effective following ratification, July 15, 1979.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>	<u>July 1/81</u>
COLA Fold-in	8¢/hr. or .2¢/mile			
Increases (hourly rates)	50¢-70¢	35¢	35¢	
<u>Hourly Rates</u>				
Driveway Man	\$9.26 (\$8.58)	\$9.61	\$9.96	
Driver	\$9.51 (\$8.93)	\$9.86	\$10.21	
Maintenance (Skilled)	\$10.34 (\$9.56)	\$10.69	\$11.04	
<u>Mileage Rates</u>				
Empty	19.035¢ (17.905¢)	19.595¢	20.155¢	
Loaded	23.155¢ (21.705¢)	23.905¢	24.655¢	
Allowances:	5 & 6 Car Unit	\$1.30 (\$1.10)	\$1.45	\$1.60
	10 Car Units	\$1.85 (\$1.65)	\$2.00	\$2.15
	Primary Stop	\$2.50 (\$2.25)	\$3.00	\$3.00
	Secondary Stop	\$1.65 (\$1.50)	\$1.80	\$1.95
	Fueling	\$3.00 (\$2.00)	\$3.00	\$3.00

Other allowances also increased.

Apprentice Rate - Ranges from 50% to 90% of skilled trades rate depending on period of training. (Previously, 70% to 95% of semi-skilled rate).

Driver Trainee Rate - \$7.50 (\$5.00).

Driver Trainer Rate - \$15.00 (\$6.00).

Cost of Living Allowance:	Effective in January 1980, 1¢ per hour or .025¢ per mile for each 0.35 point increase in the Consumer Price Index - 1971=100 between July and November 1979. Effective January 1981 and January 1982 amounts for each 0.70 point increase between November and November. (Previous formula similar but amount limited by the Anti-Inflation Board. Adjusted semi-annually.)
Hours of Work:	40 hours per week (unchanged).
Rest Period:	15 (10) minutes at premium rate after first half hour of over-time.
Shift Premium:	Mechanics - 0-55¢-55¢ (0-45¢-45¢). Effective July 1, 1980, 0-60¢-60¢. <u>Other Classifications - 0-30¢-30¢ (0-20¢-20¢). Effective July 1, 1980, 0-35¢-35¢.</u>
Call-in Pay:	Minimum of 9 (8) hours - except Saturday, 4 hours (unchanged).
Paid Holidays:	2 "floaters" added for a total of 16 days during the second and third years.
Paid Vacation:	2 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 25 years (unchanged). Effective in 1980, 5 weeks after 15 years, 6 weeks after 20 years and 7 weeks (new) after 25 years.
Bereavement Leave:	Son-in-law and daughter-in-law are added to definition of "immediate family".
Health and Welfare:	<u>Health and Welfare Fund - Employer contribution per month per employee for Group Life, A.D. & D., Dependent Life, Weekly Indemnity and Long Term Disability is \$45 (\$40). Effective in July 1980, \$50. Effective in July 1981, \$55.</u> <u>Extended Health Care - \$80 (\$60) allowance for prescription eye glasses per insured per year. \$300 every 3 years for hearing aids. (Previously, \$300 lifetime maximum).</u> <u>Dental Plan - Will follow Ontario Dental Association fee schedules in effect July 1, 1979, 1980 and 1981 (1975). Orthodontic coverage effective in July 1980, \$750 (\$500). Effective in July 1981, \$1,000.</u>
Pension Fund:	<u>Employer Contribution - \$78 (\$60) per month per employee. Effective in July 1980, \$98. Effective in July 1981, \$118.</u>
Uniform Allowance:	\$90 (\$70) per year. Effective in July 1980, \$125.
Meal Allowance:	\$5.50 (\$5). Effective July 1980, \$6.

Safety Prescription Glasses:	\$90 (\$70) per year.
Tool Fire Insurance (new):	Employer pays premium.
Company Required Medical Exams:	After normal working hours at home terminal area, employer pays \$17 (\$10). If away from area, \$32 (\$25).
Pay for Labour-Management Work:	55 (40) hours per month for Chief Steward on Highway.

Kitchener City Corporation, Transit Division, Department of Supply and Services - Local 304, Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1979 to May 31, 1980, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/79</u>
	Increase	7.6% for mechanics; 6.4% for Departments 1 and 3
	Bus Operator	\$7.55-\$7.82 (\$7.10-\$7.35)
	Machinist	\$8.11-\$8.47 (\$7.54-\$7.87)
	Probationary period is 3 months for Bus Operator and 6 months for Machinist. Maximum rate for Bus Operator is reached after 12 months and, for Machinist, after 6 months.	
Paid Rest Breaks:	Employees in Department 1 (unchanged) and Department 3 (new) receive 20 minute paid rest breaks.	
Shift Premium:	0-35¢-40¢ (0-30¢-35¢).	
Mechanics Premium:	30¢ per hour for mechanics who have a Diesel Endorsement certificate.	
Paid Holidays:	1 floating day at the employer's discretion, is added for a total of 12 days.	
Vacation Pay:	2% for each week of vacation entitlement. (Previously, percentage was based on gross earnings.)	
Bereavement Leave:	Son-in-law, daughter-in-law and grandchildren are added for 1 day's paid leave.	
Tool Allowance:	\$100 (\$75) for mechanics.	

STORAGE

Lakehead Terminal Elevators Association (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish & Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.) at Thunder Bay - Local 650, Railway Clerks (AFL-CIO/CLC) (1,500 hourly paid employees): A 24-month renewal agreement effective from February 1, 1979 to January 31, 1981, settled at the conciliation commissioner stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 1/79</u>	<u>Feb. 1/80</u>
	COLA Fold-in	47¢	
	General Increases	80¢	80¢
	Labourer	\$8.49-\$9.34 (\$7.22-\$8.07)	\$9.29-\$10.14
	Dryer Man	\$9.79 (\$8.52)	\$10.59
	Electronic Technician	\$10.29 (\$ 9.02)	\$11.09

Cost of Living Allowance: Each point increase in the Consumer Price Index - 1971=100 above 197.3 in 1979 and 213.9 in 1980 and fraction thereof will be multiplied by 4.836 cents. Any COLA payment will be classed as a wage adjustment effective each quarter. (Formula unchanged. Previously, 171.0 trigger.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: Effective February 1, 1979, 0-35¢-35¢ (0-25¢-25¢).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 4 weeks after 10 (11) years' service, 5 weeks after 17 (18) years and 6 weeks after 27 (28) years. Effective in 1980, 5 weeks after 16 years and 6 weeks after 26 years. 2 weeks after 1 year and 3 weeks after 5 years (both unchanged).

Health and Welfare: All Plans - Effective August 1, 1979, employer pays 80% (75%) of cost of premiums.

Weekly Indemnity - Effective August 1, 1979, \$215 (\$200) per week. Effective February 1, 1980, \$235.

Pension Plan: Improvements still being negotiated.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, Richard L. Hearn G.S. Unit at Toronto - Local 110, Canadian Operating Engineers and General Workers (CCU): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, covering 236 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/79</u>
	General Increase	8%
	Grade 31 (Shift Labourer)	\$6.94-\$7.71 (\$6.43-\$7.14)
	Grade 27 (Shift Maintainer II)	\$10.67 (\$ 9.88)
	Probationary period is 3 months. Maximum rate for Shift Labourer is reached after 1 year.	
Shift Premium:	0-32¢-42¢ (0-27¢-32¢).	
Health and Welfare:	Dental Plan - Based on 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1980, based on 1980 ODA fee schedule.	

WHOLESALE TRADE

National Grocers Company Limited, Warehouse, Transport Division and Cash and Carry Operations at various locations - Teamsters (Ind.): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 431 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	General Increases	70¢	70¢
	Warehouseman	\$8.49 (\$7.79)	\$9.19
	Truck Mechanic	\$9.14 (\$8.44)	\$9.84
	Previous rates reflect a roll-back by the Anti-Inflation Board.		
Christmas Bonus (new):	Effective in 1980, bonus equivalent to Canada Pension Plan contribution.		
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).		
Paid Holidays:	Effective in 1980, 1 additional day for a total of 11 days.		
Paid Vacation:	5 weeks after 19 (20) years' service. Effective in 1980, 5 weeks after 18 years.		
Health and Welfare:	Weekly Indemnity - Effective August 1, 1979 benefit increases to 75% of weekly earnings to a maximum of \$235 (\$200) per week, payable on a 1-1-4-26 basis. Effective April 1, 1980, maximum of \$250 per week.		
	<u>Optical Plan (new)</u> - Effective April 1, 1980, employer pays 100% of cost of plan providing a maximum of \$60 every 2 years.		

Pension Plan: Effective January 1, 1980, \$10.50 per month per year of service for all service. (Previously \$10.50 per month for service after March 31, 1977.)

Safety Shoe Allowance: Maximum of \$45 (\$40) per year.

Tool Allowance: Maximum of \$100 (\$75) per year for Truck and Maintenance Mechanics.

RETAIL TRADE

VS Services Limited, Vending Services, at several Ontario locations - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from June 1, 1979 to May 31, 1981, covering 216 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/79</u>	<u>June 1/80</u>
	Increases	40¢-60¢	50¢-70¢
	Vending Attendant	\$5.02 (\$4.62)	\$5.52
	Ratification	\$8.77 (\$8.12)	\$9.47

Signing Bonus: \$200.

Shift Premium: Upon ratification 0-27¢-32¢ (0-23¢-28¢).

Paid Vacation: 6 weeks (new) after 25 years.

Health and Welfare: Long Term Disability - Effective June 1, 1980, employer pays 50% of premium cost for new plan.

Pension Plan: Effective June 1, 1980, employer contributes \$8.50 (\$6.50) per week per employee; employee contributes \$5.50 (\$3.50) per week.

EDUCATION AND RELATED SERVICES

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC) (full and part-time employees): Two 14-month renewal agreements effective from March 1, 1979 to April 30, 1980, covering 349 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/79</u>	<u>July 1/79</u>	<u>Mar. 1/80</u>
	General Increases	40¢	8¢	8¢
	Custodian Grade II (Light Duty)	\$5.59 (\$5.19)	\$5.67	\$5.75
	Custodian Grade V	\$7.67 (\$7.27)	\$7.75	\$7.83

Paid Vacation: Effective July 1, 1979, 3 weeks after 2 (3) years' service and 5 weeks after 25 (30) years.

Responsibility Allowance: \$735-\$1,760 (\$675-\$1,700) per year for Charge Custodians.

Northumberland and Newcastle Board of Education - Ontario Secondary School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 456 employees, settled by arbitration. Duration of negotiations - 17 months.

Wages: Effective Sept. 1/78

Increase \$688-\$1,550

Teacher Category 1 \$12,432-\$21,616
0-11 years (\$11,744-\$20,419)

Teacher Category 4 \$15,316-\$28,000
0-12 years (\$14,468-\$26,450)

Health and Welfare: Extended Health Care - \$10/\$20 (\$25/\$50) deductible.

Educational Improvement Leave (new): Employer provides a fund of \$8,000 for this agreement.

Provincial Schools Authority - Federation of Provincial Schools Authority Teachers
(Ind.) (645 employees): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, settled at the post mediation bargaining stage. Duration of negotiations - 15 months.

Wages: Effective Sept. 1/78

Annual Rates

Teacher - Category E1 \$10,100-\$14,150
0-5 years (\$ 9,460-\$13,510)

Teacher - Category E4 \$13,100-\$22,700
0-9 years (\$12,600-\$21,060)

Teacher - Category E7 \$16,300-\$28,300
0-11 (12) years (\$15,420-\$26,700)

Extra Degree Allowance: \$600 (\$500) for Masters; \$900 (\$700) for Doctors.

Health and Welfare: Dental Plan (new) - Effective July 1, 1979, employer pays 100% of cost of premiums for a plan which provides family coverage for basic preventative, periodontal, endodontic and surgical services. Payments are based on the 1978 Ontario Dental Association fee schedule.

Compensatory Equalization (new): The Authority will offset any salary or benefit reduction that may ensue if teachers are transferred to local school boards.

Adoptive Leave (new): Up to 6 weeks without pay.

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	8.2%
	Level 1 (includes Junior Clerk)	\$6,074-\$8,816 (\$5,614-\$8,146)
	Level 11 (includes Accountant)	\$13,982-\$20,210 (\$12,922-\$18,676)

Probationary period is 6 months. Maximum rates are reached on merit after no more than 36 months.

Paid Vacation: 4 weeks after 10 (12) years' service.

Wentworth County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	General Increases	5.75%	2%
	Teacher - Category I 0-11 years	\$13,642-\$23,422 (\$12,900-\$22,148)	\$13,915-\$23,890
	Teacher - Category IV 0-11 years	\$16,521-\$30,000 (\$15,623-\$28,369)	\$16,851-\$30,600

Health and Welfare: Employees determine distribution of Health and Welfare fund (new).

Dental Plan - Based on 1979 (1977) Ontario Dental Association fee schedule.

Early Retirement Incentive Plan: Teachers retiring up to 5 years before the mandatory retirement age of 65 receive up to a \$12,000 bonus.

Windsor Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (850 employees): A 36-month renewal agreement effective from September 1, 1979 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80	Sept. 1/81
	COLA Fold-in (estimated)	\$690 for Categories D, C, B. \$920 for all others		
	General Increases	4%	3%	3%
	<u>Annual Rates</u>			
	Teacher - Level 1 (D) 0-4 years	\$12,818-\$16,893 (\$12,128-\$15,247)	\$13,203-\$17,340	\$13,599-\$17,922
	Teacher - Level 4 (A1) 0-9 years	\$16,425-\$24,765 (\$14,873-\$22,160)	\$16,918-\$25,508	\$17,425-\$26,273
	Teacher - Level 7 (A4) 0-9 years	\$19,319-\$30,572 (\$17,656-\$27,525)	\$19,899-\$31,489	\$20,496-\$32,434
	Vice-Principal 0-4 years	\$31,332-\$33,524 (\$28,353-\$30,826)	\$32,272-\$34,530	\$33,240-\$35,566
	Principal 0-7 years	\$33,524-\$39,923 (\$30,826-\$36,886)	\$34,530-\$41,121	\$35,566-\$42,354
	Consultant 0-2 years	\$32,218-\$33,492 (\$29,589-\$30,826)	\$33,185-\$34,497	\$34,180-\$35,532
	Coordinator 0-2 years	\$33,524-\$35,156 (\$30,826-\$32,372)	\$34,530-\$36,211	\$35,566-\$37,297
Cost of Living Allowance:	\$5.20 per 0.3 point increase, based on a 3-month average of the Consumer Price Index - 1971=100. First payment is December 1979, quarterly thereafter. To be folded in at the end of the contract. (Previously, 1% per 1% change in the CPI - 1961=100).			
Health and Welfare:	Group Life - \$60,000 (\$25,000) basic coverage and \$75,000 (\$50,000) optional.			
Paid Miscellaneous Leave (new):	5 days maximum per year for special circumstances, deducted from sick leave credits.			

Carleton University at Ottawa - Support Staff Association (Ind.) (615 clerical, technical, administrative and service employees): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/79</u>
	General Increase	6%
	<u>Annual Rates</u>	
	Level 1 (includes Mail Clerk) 0-4 steps	\$7,690-\$9,051 (\$7,254-\$8,538)
	Level 5 (includes Secretary) 0-9 steps	\$11,684-\$15,631 (\$11,021-\$14,744)
	Level 9 (includes Computer Services Supervisor) 0-10 steps	\$21,100-\$29,063 (\$19,902-\$27,413)
Additional Adjustments:	Effective January 1, 1980, a new salary administration program will be implemented. Depending on the job level this will result in increases ranging from \$310 to \$841 per year.	
Hours of Work:	35 hours per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	3 weeks after 1 year's service, 16 days after 6 years plus one day per year of service thereafter up to 22 days, 5 weeks after 18 years. 2 additional weeks in 25th year only. (all unchanged).	
Health and Welfare:	Dental Plan (new) - Effective January 1, 1980, employer pays 100% of cost of premiums.	
Special Leave:	Up to 3 (1) day(s) per occasion for emergency illness in employee's household. Maximum 5 days special leave per year (unchanged).	
Job Security:	When a position becomes vacant an external applicant will not be selected as the successful candidate except in cases where there are no qualified bargaining unit applicants (new).	

Queen's University at Kingston - Kingston Heating and Maintenance Workers' Union (CLC): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, covering 230 employees, settled at the bargaining stage. Duration of negotiations -2 months.

Wages:	Effective	<u>July 1/79</u>
	General Increase	50¢
	Maid	\$4.19 (\$3.69)
	Electrician	\$8.46 (\$7.96)

HEALTH AND WELFARE SERVICES

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC) (service employees): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 375 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/79	Apr. 1/80
	General Increases	6.5%	6.5%
	Maid	\$840.07-\$924.22 (\$788.79-\$867.81)	\$894.68-\$984.30
	R.N.A.	\$1,032.43-\$1,104.56 (\$ 969.41-\$1,037.14)	\$1099.54-\$1176.36
	Electrician	\$1479.67 (\$1389.36)	\$1585.85
	Probationary period is 65 worked days for full-time employees' Maximum rates for Maid and R.N.A. are reached after 2 years.		
Shift Premium:	Effective January 1, 1980, 0-24¢-24¢ (0-22¢-22¢).		
Health and Welfare:	Dental Plan (new) - Effective April 1, 1980, employer pays 50% of cost of premiums for basic dental plan.		

Toronto General Hospital - Ontario Nurses Association (Ind.) (815 full-time and part-time nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Graduate Nurse*	\$1,285 (\$1,195)	\$1,375
	Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Assistant Head Nurse 0-7 years	\$1,412-\$1,626 (\$1,320-\$1,520)	\$1,505-\$1,732
	<u>Part-time</u> (hour rates)		
	Registered Nurse	\$62.77-\$72.60** (\$58.62-\$67.85)	\$66.92-\$77.35**

*Special Start Rates - R.N.'s with less than 1 year of clinical experience, \$1,273 per month effective October 1, 1978 (\$1,190); \$1,357 effective October 1, 1979. Similarly Graduate Nurses \$1,193 per month effective October 1, 1978 (\$1,115); \$1,273 effective October 1, 1979.

**Exclusive of 12% add-on in lieu of fringe benefits (unchanged).

AIB Rollback/ Previous Agreement:	Rates shown above for the previous agreement represent the final rates adopted following review and rollback by the Anti-Inflation Board.
Hours of Work:	7 3/4 hours per shift (unchanged).
Shift Premium:	Effective October 1, 1978, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	9 designated days plus 2 floating non-premium days (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 3 years and 5 weeks after 22 years (unchanged).
Bereavement Leave:	Brother-in-law and sister-in-law are added to the definition of "immediate family".
Health and Welfare:	Dental Plan (new) - Full-time employees only - Employers pays 50% of the cost of premiums for a plan which provides basic, preventative coverage. Payments are based on the current Ontario Dental Association fee schedule. No co-insurance.
Unpaid Union Executive Service Leave (new):	Up to 1 year for an employee serving as President of the Ontario Nurses Association. Up to 35 days per year for employees serving as a Director of the Association.

London City Corporation (Dr. John Dearnness Home for Elder Citizens)- Local 220, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 216 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Apr. 1/79	Jan. 1/80
General Increases		42¢	40¢
Maid		\$5.03-\$5.49 (\$4.61-\$5.07)	\$5.43-\$5.89
Registered Nursing Assistant		\$5.75-\$6.28 (\$5.33-\$5.86)	\$6.15-\$6.68
Engineer III		\$7.51-\$8.00 (\$7.09-\$7.58)	\$7.91-\$8.40

Probationary period is 63 working days. Maximum rates for Engineer III are reached after one 6-month increase and, for all other classifications, after two 6-month increases.

Signing Bonus: \$110 for all employees in the bargaining unit on June 29, 1979.

Shift Premium: \$1.40 (\$1.30) per shift. Effective January 1, 1980, \$1.50.

Health and Welfare: Life Insurance - Effective August 1, 1979, \$12,000 (\$8,000) coverage. Effective January 1, 1980, \$15,000.

Dental Plan - Effective August 1, 1979, employer pays 80% (75%) of the cost of premiums.

Uniform Allowance: \$6 month to nursing employees. (Previously, \$65 per year, after 1 year's service.)

PERSONAL SERVICES

The Hotel Association of Metropolitan Toronto - Local 280, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 1/79	May 1/80
	General	6%	6%
	Increases		
	<u>Weekly Rates*</u>		
	Waiter	\$146.41 (\$138.12)	\$155.20
	Service Bartender	\$204.27 (\$192.70)	\$216.53

*Employees working less than 36 hours per week are paid on an hourly basis, which is slightly higher.

Cost of Living Provision: Deleted.

Paid Vacation: 3 weeks after 6 (7) years' service.

Sick Leave: Seniority retained for 6 months (new).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, 1,100 non-supervisory employees): A 5.5-month renewal agreement effective from July 10, 1979 to December 23, 1979, with wages effective from December 25, 1978. Settled at the conciliation board stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 25/78</u>
	General Increase	8%
	Bindery Operator Level 1 (Ottawa/Hull and Montreal)	\$5.93 (\$5.49)
	Bindery Operator Level 3 (Vancouver)	\$12.07 (\$11.18)
	<u>Quebec and Ontario</u>	
	Offset Machine Operator 1 (after 4 years)	\$8.05 (\$7.45)
	Lithographic Pressman (over 63")	\$12.34 (\$11.43)
	<u>British Columbia</u>	
	Offset Machine Operator 1 (after 4 years)	\$11.06 (\$10.24)
Hours of Work:	35 hours per week, except the Bindery Sub-Group in Winnipeg, Regina, Saskatoon and Eastern Canada - 37.5 per week (unchanged).	
Lead Hand Differential:	Effective December 25, 1978, 40¢ (30¢) per hour.	
Paid Holidays:	Remembrance Day is added for 11 days.	
Paid Vacation:	3 weeks after 4 (5) years' service, 4 weeks after 12 (15) years, 5 weeks after 27 (29) years. 2 weeks after 1 year (unchanged).	
Health and Welfare:	Sick Leave - Five-sixths (three-quarters) of a day per month. Up to 10 (9) days may be advanced to employees with at least 3 years of service.	
Severance Pay:	On resignation, with 12 years' service or more, one-half week's pay per year of service to a maximum of 10 weeks (new).	

Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.) (950 employees): A 19 1/2-month renewal agreement effective from July 27, 1979 to March 15, 1981, with wages effective from March 19, 1979. Settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 19/79</u>	<u>Mar. 17/80</u>
	Increases	6.36% average	6% general
	<u>Annual Rates</u>		
	FS-1	\$18,162-\$25,046 (\$16,895-\$23,299)	\$19,252-\$26,549
	FS-3	\$35,452-\$47,158 (\$33,684-\$44,806)	\$37,579-\$49,987

Hours of Work: .37.5 hours per week (unchanged).
 Paid Holidays: 11 days (unchanged).
 Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years. 3 weeks after 1 year (unchanged).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (physical sciences group (590 employees): A 9.5-month renewal agreement effective from July 13, 1979 to April 27, 1980, with wages effective from April 30, 1979. Settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 30/79</u>
	Average Increase	8%
	<u>Annual Rates</u>	
	PC-1	\$19,960-\$23,380 (\$18,440-\$21,604)
	PC-3	\$27,534-\$32,970 (\$25,443-\$30,466)
	PC-5	\$36,071-\$39,927 (\$33,546-\$37,402)

Hours of Work: 37 1/2 hours per week (unchanged).
 Paid Holidays: 11 days (unchanged).
 Paid Vacation: Effective May 1, 1979, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. 3 weeks after 1 year (unchanged).
 Field Survey Allowance: \$250 (\$225) for each 30 calendar day period.
 Meal Allowance (new): \$3.25 after 3 hours' overtime.
 Severance Pay: 1 week's pay per year of service to a maximum of 27 weeks for an employee with 2 or more years' service, who is rejected on probation (new).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (ship's crews, 2,185 non-supervisory and 505 supervisory employees): An 18-month renewal agreement effective from July 18, 1979 to January 18, 1981, with wages effective from January 22, 1979. Settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 22/79</u>	<u>Jan. 21/80</u>
	General Increases		
	East	8.75%	8.5%
	West	9.75%	8.5%

	<u>Jan. 22/79</u>	<u>Jan. 21/80</u>
<u>Monthly Rates</u>		
<u>East Coast</u>		
Deck Employees	\$1,031-\$1,223 (\$948-\$1,125)	\$1,119-\$1,327
Specialist Trades	\$1,035-\$1,407 (\$952-\$1,294)	\$1,123-\$1,527
<u>West Coast</u>		
Deck Employees	\$1,128-\$1,357 (\$1,028-\$1,236)	\$1,224-\$1,472
Specialist Trades	\$1,114-\$1,565 (\$1,015-\$1,426)	\$1,209-\$1,698
Hours of Work:	40 hours per week (unchanged).	
Paid Holidays:	An additional day when proclaimed by Parliament. Currently 11.	
Paid Vacation:	Effective April 1, 1979, 3 weeks after 2 (3) years' service, 4 weeks after 10 (13) years and 5 weeks after 25 (27) years. 2 weeks after 1 year (unchanged).	
Diving Duty Allowance:	Effective in August 1979, \$400 (\$360) per year.	
Meal Allowance:	\$3.25 (\$3) after 3 hours' overtime and \$2.50 (\$2.15) after 4 additional hours. Effective January 21, 1980, \$3.50 for the first meal.	
Meals and Quarters Allowance:	Effective August 1, 1979, \$3.50 per day for a regular working day of less than 12 hours and \$5.25 for a regular working day of 12 hours or more. (Previously, \$65/month).	
Loss of Personal Effects:	Maximum \$1,000 (\$900).	

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)
(inside and outside employees): Two 24-month renewal agreements effective from January 1, 1979 to December 31, 1980, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	<u>Effective</u>	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>	<u>Jan. 1/80</u>
	General	7%	2.5% (non-	6%
	Increases		compounded)	

	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>	<u>Jan. 1/80</u>
<u>Inside</u>			
Clerk-Grade V (includes Clerk-Typist)	\$185.39-\$201.90 (\$173.26-\$188.69)	\$189.72-\$206.62	\$201.10-\$219.02
Engineering Technician I (includes Senior Drafts- man)	\$313.88-\$351.05 (\$293.35-\$328.08)	\$321.21-\$359.25	\$340.49-\$380.81
<u>Outside</u>			
Labourer	\$6.87 (\$6.42)	\$7.03	\$7.45
Garage Mechanic Grade 1, Diesel	\$8.40 (\$7.85)	\$8.60	\$9.12

Probationary period is 3 months. Maximum rate for Clerk-Typist is reached after 6 semi-annual increases. Maximum rate for Senior Draftsman is reached after 3 annual increases.

Cost of Living Allowance: Effective January 1, 1980, 2.5¢ for each whole point increase in the Consumer Price Index for Canada-1971=100. Triggered at 6%. Capped at 25¢ per hour. To be folded into wage rates on December 1, 1980. (Previous provision was inoperative.)

Shift and Weekend Premiums: Effective July 29, 1979, 30¢ (25¢) per hour.

Standby Pay: \$51.30 (\$38.50) per week and \$38.10 (\$28.60) per weekend for Works Department and Snow Control employees, plus an additional \$28.80 (\$22.50) for each paid holiday that occurs during the week of standby duty.

Health and Welfare: Dental Plan - Employer pays 90% of the cost of adding Riders 1 and 2. Payments are based on the current Ontario Dental Association fee schedule.

Etobicoke Borough Corporation - Local 185, Canadian Union of Public Employees (CLC)
(640 outside employees and 20 radio control employees): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 8 months.

The radio control employees, certified as a bargaining unit April 20, 1979, represented by Local 185 of CUPE, are signatory to this agreement for the first time.

Wages:	Effective	Jan. 1/79	Aug. 1/79	Jan. 1/80	Jan. 1/81
General Increases		6%	2.5% non-compounded	6%	6%
Wage Group 1 (includes Labourer)		\$6.81 (\$6.42)	\$6.97	\$7.39	*
Wage Group 6 (includes Heavy Equipment Operator)		\$7.56 (\$7.13)	\$7.74	\$8.20	*
Wage Group 10 (includes Auto Mechanic)		\$8.69 (\$8.20)	\$8.90	\$9.43	*

Summer Student - Effective January 1, 1979, \$5 (\$4). Effective January 1, 1980, \$5.30. Effective January 1, 1981, \$5.65.

*All rates increase by 6% after the addition of any COLA generated in 1980.

Wage Classification Study (new): Effective in January 1980, Task Force to review rate structure.

Cost of Living Allowance: 2.5¢ per 1.0 point increase in the Consumer Price Index - 1971=100, to a maximum of 25¢ per year. Triggers in 1980 at 6% over the December 1979 CPI and in 1981 at 6% over the December 1980 CPI. COLA paid and folded in at the end of each year to those on payroll. (Previous formula was inoperative.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Weekend Premium: 30¢ (25¢) per hour for regularly scheduled work.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (all unchanged).

Health and Welfare: Extended Health Care - Coverage for prescription eye glasses is added.

Dental Plan - Coverage follows annually updated Ontario Dental Association fee schedule. (Previously, 1978 O.D.A.)

Clothing Allowance: Employer to provide parkas for eligible permanent employees (new).

Safety Boot Allowance: Employer provides as needed. (Previously, 1 pair per year on a 50/50 basis.)

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): - A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/79	July 1/79	Jan. 1/80
	General Increases	5%	4%	wage reopener
	Fire Fighter III Class	\$15,270 (\$14,545)	\$15,880	
	Fire Fighter I Class	\$20,605 (\$19,625)	\$21,430	
Health and Welfare:	Dental Plan - Effective July 23, 1979, payments are based on the 1979 (1977) Ontario Dental Association fee schedule.			

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from February 7, 1979 to February 6, 1980, covering 268 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 7/79
	General Increase	49¢
	Labourer	\$6.55 (\$6.06)
	Maintenance III	\$7.75 (\$7.26)
	Probationary period for new employees is 4 (6) months.	

Lead Hand Premium: 65¢ (30¢) per hour.

Paid Holidays: 1 floating day at the employer's discretion is added for a total of 12 days.

Health and Welfare: Semi-Private Hospitalization Plan - Employer pays 100% of the cost of premiums.

Dental Plan - Payments are automatically updated according to the Ontario Dental Association fee schedule. (Previously, the 1977 ODA fee schedule.)

London City Board of Commissioners of Police - Police Association (Ind.)
(policemen): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	5.5%	4.5%
	Fourth Class A Constable	\$15,039 (\$14,255)	\$15,716

	<u>Jan. 1/79</u>	<u>July 1/79</u>
First Class Constable	\$20,478 (\$19,410)	\$21,400
Superintendent First Class	\$31,071 (\$29,451)	\$32,469
Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
General Increases	4.5%	3%
Fourth Class A Constable	\$16,423	\$16,916
First Class Constable	\$22,363	\$23,034
Superintendent First Class	\$33,930	\$34,948

- Off-Duty Rate: Effective September 1, 1979, \$18 (\$14) per hour for members above the rank of Police Constable and \$16 (\$12) for all other members.
- Paid Vacation: Effective January 1, 1980, 4 weeks after 10 (11) years' service, 5 weeks after 18 (20) years and 6 weeks (new) after 27 years.
1 additional week is added in the year of an employees' retirement (new).
- Health and Welfare: Life Insurance - Employer pays 100% (66 2/3%) of the cost of premiums. Effective January 1, 1980, coverage is 2.5 times salary to a maximum of \$100,000. (Previously, \$50,000 coverage.)
- Canine Section Allowance: Effective July 1, 1979, \$30 (\$25) per month. Effective January 1, 1980, \$35.
- Cleaning Allowance: Effective July 1, 1979, \$7 (\$6.50) per month. Effective January 1, 1980, \$7.50.
- Clothing Allowance: Effective July 1, 1979, \$500 (\$475) per year for all plain-clothes officers. Effective January 1, 1980, \$525.
- Travel Allowance: Effective July 1, 1979, a member required to travel to another municipality receives \$3.25 (\$2.55) for breakfast, \$3.60 (\$2.80) for lunch and \$9.10 (\$7.10) for dinner.

Niagara Regional Board of Commissioners of Police - Police Association (Ind.) (575 police officers and 85 civilian employees): Two 12-month renewal agreements effective from January 1, 1979 to December 31, 1979, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases		
	Police Officers	5.5%	4.5%
	Civilian Employees	6.5%	2.5%
	<u>Annual Rates</u>		
	<u>Police Agreement</u>		
	Cadet III	\$11,179.42 (\$10,596.61)	\$11,682.49
	Constable, 3rd Class	\$17,524.50 (\$16,610.90)	\$18,313.10
	Constable, 1st Class	\$21,029.40 (\$19,933.08)	\$21,975.72
	Superintendent	\$34,101.32 (\$32,323.53)	\$35,635.88
	<u>Civilian Agreement</u>		
	Level 1 (includes Clerk Typist)	\$10,440.75-\$11,096.46 (\$ 9,803.53-\$10,419.22)	\$10,701.77-\$11,373.88
	Level 9 (includes Accountant)	\$17,350.85-\$18,410.05 (\$16,291.88-\$17,286.44)	\$17,784.62-\$18,870.30
Hours of Work:	40 hours per week for police officers; 33 3/4 hours per week for civilian employees (both unchanged).		
Paid Holidays:	11 days (unchanged).		
Pay for Work on Holidays:	Additional 4 hours pay (new) plus a day off (unchanged).		
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 14 years and 5 weeks after 20 years (unchanged).		
Health and Welfare:	Life Insurance and A.D. & D. - Effective August 1, 1979, \$50,000 (\$20,000) coverage. Employer pays 50% (100%) of cost of premiums.		
Pension Plan:	27 designated employees have 1 year to elect to purchase past war service credit.		
Court Allowance:	Will be increased for officers on vacation or holidays but amount currently being clarified. (Previously, minimum of 4 hours' pay or time off for the first 4 hours and time and one-half thereafter, for any off duty officer.)		
Plain Clothes Allowance:	\$500 (\$400) per year.		

North York City Corporation - Local 373, Canadian Union of Public Employees (CLC) (500 inside employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Nov. 1/79
	General Increases	7%	2% non-compounded

Weekly Rates

Clerk General Gr. 1	\$168.41-\$193.77 (\$157.39-\$181.09)	\$171.56-\$197.39
Clerk Typist Gr. 2	\$199.21-\$227.12 (\$186.18-\$212.26)	\$202.94-\$231.36
Building Inspector Gr. 2	\$353.77-\$403.21 (\$330.63-\$376.83)	\$360.39-\$410.75

Hours of Work: 35 hours per week (unchanged).

Other changes and benefits are similar to those reported below for Local 94.

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC) (725 outside employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
	General Increases	7%	2.5% non-compounded

Labourer	\$6.88 (\$6.43)	\$7.04
Truck Driver (Garbage)	\$7.36 (\$6.88)	\$7.53
Automotive Mechanic	\$8.34 (\$7.79)	\$8.53

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Weekend
Premium: 30¢ (\$25) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 10 months, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Dental Plan - Effective September 1, 1979, coverage to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Mileage Allowance: 25¢ (22.5¢) per mile or 15.5¢ per kilometre.

Peel Regional Board of Commissioners of Police - Police Association (Ind). (590 police officers): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/79	July 1/79	Jan. 1/80
	General Increases	5.5%	4%	7.5%
	<u>Annual Rates</u>			
	Cadet (3rd Class)	\$10,862 (\$10,296)	\$11,297	\$12,144
	Constable (3rd Class)	\$16,327 (\$15,476)	\$16,980	\$18,254
	Constable (1st Class)	\$20,881 (\$19,792)	\$21,716	\$23,345
	Staff Superintendent	\$35,579 (\$33,724)	\$37,002	\$39,777

Hours of Work: 40 hours per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in 1979, 6 weeks (new) after 27 years' service. 2 weeks after 1 year, 3 weeks after 4 years, 4 weeks after 12 years and 5 weeks after 18 years (unchanged).

Effective in 1980, 4 weeks after 11 years and 6 weeks after 25 years.

Health and Welfare: Sick Leave and Weekly Indemnity - Employees hired prior to January 1, 1980, receive 1.5 days at full pay per month of service with no limit on accumulation. Provision for 50% reimbursement of unused portion upon separation (unchanged).

Employees hired from January 1, 1980, receive Sick Leave at the rate of 1 day per month of service with no accumulation beyond a year and Weekly Indemnity of 2/3 of their regular rate of pay on a 1-1-3-52 basis (new).

Dental Plan - Coverage as per the Ontario Dental Association fee schedule in effect from year to year.

Pension Plan: Upgraded January 1, 1980 to include all years of service within the organization at full credit and to calculate final average earnings on best 60 months. Retirement without actuarial reduction after 30 years of service (unchanged).

Cleaning Allowance: For 1979, \$95 (\$80). For 1980, \$110.

Plain Clothes Allowance: For 1979, \$475 (\$450). For 1980, \$500.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 460 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
	General Increases	7%	2.5% non-compounded
	Group 2 (includes Junior Record Clerk)	\$8,494-\$9,184 (\$7,938-\$8,583)	\$8,692-\$9,399
	Group 18 (includes Works Technical Planner)	\$19,846-\$24,584 (\$18,548-\$22,976)	\$20,310-\$25,158
Probationary period is 65 working days. Maximum rates for Junior Record Clerk are reached after 18 months and for Works Technical Planner after 54 months.			

Shift Premium: Effective July 30, 1979, 0-30¢-30¢ (0-25¢-25¢).

Health and Welfare: Dental Plan - Employer pays 100% of premium costs for CUMBA Red Plan with Riders 1 and 2 (previously CUMBA Red Plan.)

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC) (600 outside employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
	General Increases	7%	2.5% non-compounded
	Labourer	\$6.87 (\$6.42)	\$7.03
	Heavy Equipment Operator	\$7.75 (\$7.24)	\$7.93
	Licensed Mechanic	\$8.53 (\$7.97)	\$8.73

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Paid Holidays: 11 days plus Remembrance Day when it falls between Monday and Friday (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (unchanged).

Health and Welfare: Dental Plan - Effective September 1, 1979, periodontic, endodontic and denture coverage added. Employer continues to pay 100% of premium.

Tool Allowance: \$100 (\$85) per year for licensed motor mechanics.

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 380 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/79	July 1/79
	Increases	4.9% on 1st Class Fire Fighter's salary	3.36% on 1st Class Fire Fighter's salary
	4th Class Fire Fighter	\$15,795 (\$15,056)	\$16,326
	1st Class Fire Fighter	\$21,060 (\$20,075)	\$21,768
	District Chief	\$27,378 (\$26,098)	\$28,298

Paid Vacation: 28 days after 12 (13) years' service, 35 days after 20 (22) years and 42 days (new) after 25 years.

Health and Welfare: Long Term Disability (new) - Employer pays 100% of cost of premiums for plan providing benefits of 75% of monthly salary to a maximum of \$2,000 per month.

Dental Plan (new) - Employer pays 100% of cost of premiums for basic dental plan.

Toronto City and Metro Toronto - Locals 43 and 79, Canadian Union of Public Employees (CLC) (3,870 outside employees and 6,090 inside employees): Four 12-month renewal agreements effective from January 1, 1979 to December 31, 1979, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
	General Increases	7%	2.5% non-compounded
	<u>Metro Agreements</u>		
	<u>Outside Employees</u>		

	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>
Labourer	\$6.87 (\$6.42)	\$7.03
Electronic Technician	\$9.16 (\$8.56)	\$9.37

Inside Employees

Clerk Grade 5	\$4.82-\$5.69 (\$4.50-\$5.32)	\$4.93-\$5.83
Planner	\$10.04-\$13.91 (\$9.38-\$13.00)	\$10.27-\$14.24

City Agreements

Outside Employees

Labour (Street Flushing)	\$6.86 (\$6.41)	\$7.02
Automotive Mechanic	\$9.18 (\$8.58)	\$9.40

Inside Employees

Mail Clerk	\$4.69-\$5.95 (\$4.38-\$5.56)	\$4.80-\$6.09
Senior Real Estate Appraiser	\$12.67-\$13.93 (\$11.85-\$13.02)	\$12.97-\$14.26

Job Evaluation:	City - substantially completed; Metro - negotiations to begin by March 1, 1980; adjustments to be retroactive to January 1, 1980.
Hours of Work:	35 or 40 hours per week, depending on classification (unchanged).
Shift Bonus:	Effective July 1979, 0-30¢-30¢ (0-25¢-25¢).
Weekend Premium:	Effective July 1979, 30¢ (25¢) per hour.
Paid Holidays:	10, plus Remembrance Day when it falls on a Monday to Friday (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years, 3 weeks after 1 year for designated nurses (all unchanged).
Health and Welfare:	<u>Dental Plan</u> - Effective September 1, 1979, periodontic, endodontic and denture coverage are added.
Payment of Legal Expenses (new):	Provides for possible reimbursement of legal fees and any assessed damages or costs incurred by an employees charged with an offence or defended in a legal action as the result of, or pursuant to, his actions as an employee.

Mileage 15.5¢ (14¢) per kilometre.
 Allowance:

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC) (600 inside employees): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	July 18/79	Jan. 1/80
	COLA Fold-in		50¢/hr.	
	General	3%	-	3%
	Increases			
	<u>Bi-weekly Rates</u>			
	Junior Clerk (Group VII)	\$312.33-\$390.17 (\$303.23-\$378.81)	\$346.08-\$423.92	\$356.46-\$436.64
	Senior Analyst Programmer (Group 1AA)	\$718.22-\$758.07 (\$697.30-\$735.99)	\$751.97-\$791.82	\$774.53-\$815.57

Cost of Living Allowance: The 37¢ float generated in 1979, and the average COLA generated in 1980, will be folded in December 31, 1980.

Quarterly adjustments of 1¢ per 0.375 change in the Consumer Price Index - 1971=100. (The formula in the previous agreement was similar but capped at 87¢.)

Hours of Work: 33 3/4 hours per week for most classifications including those shown above (unchanged).

Shift Premium: Effective January 1, 1979, 0-30¢-30¢ (0-25¢-25¢).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 4% of earnings for less than 6 months of employment, 4% of earnings and 1 week at the employee's option and if time permits for 6 to 12 months of employment, 2 weeks after 1 year's service, 3 weeks after 4 years, 4 weeks after 11 years, 5 weeks after 20 years, 5 weeks plus 1 day for each year of service beyond 25 years to a maximum of 6 weeks after 30 years (all unchanged).

Health and Welfare: Major Medical - Effective August 1, 1979, employer pays 100% of cost of premiums for Green Shield Plan 4. Plan provides coverage for Vision Care of \$60 every 2 years for eyeglasses, Hearing Aids, Out-of-Province Hospital, Medical, Surgical expenses, Nursing Home Care and a Drug Plan with \$1.00 deductible. (Previously, Green Shield Plan 3 Drug Plan only with 35¢ deductible.)

Dental Plan - Coverage continues to follow Ontario Dental Association fee schedule. Coverage for partial and full plates added August 1, 1979.

Pension Plan: Early Retirement (new) - Effective January 1, 1980, 30 and out at age 55 without actuarial reduction. (Previously, no retirement below age 65 without reduction of 7% per year.)

Windsor City Corporation, Department of Public Works and Department of Parks and Recreation - Local 82, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 400 employees, settled with mediation assistance, during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/79	July 18/79	Jan. 1/80
	COLA Fold-in		50¢	
	General Increases	3%		3%
	Grade IV (includes Labourer)	\$6.39 (\$6.20)	\$6.89	\$7.10
	Grade I-A (includes Certified Mechanic)	\$7.99 (\$7.75)	\$8.49	\$8.75

Cost of Living Allowance: 50¢ of the 87¢ float generated under the previous agreement will be folded in July 18, 1979. The remaining 37¢ and any allowance from the current agreement will be folded in December 31, 1980.

Quarterly adjustments of 1¢ per hour per 0.375 increase in the Consumer Price Index - 1971=100. (The formula in the previous agreement was similar but capped at 87¢.)

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Health and Welfare: Major Medical - Employer pays 100% of premium cost for a plan providing Out-of-Province Hospital, Surgical and Medical expense benefits, Vision care of \$60 every 2 years for eyeglasses (new) and a Drug Plan with \$1.00 (35¢) deductible.

Dental Plan - Employer pays 100% of premium cost for Green Shield Plus 4. (Previously, Green Shield Plan 2.)

Pension Plan: Effective January 1, 1980, OMERS Type II plan. (Previously, OMERS Type I). Employee contribution is an additional 1%.

Mileage Allowance: 30¢ (25¢) per mile.

York Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 308 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/79	July 1/79	Oct. 1/79
	General Increases	5%	2%	2%
	4th Class Constable	\$13,931 (\$13,268)	\$14,210	\$14,494

	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Oct. 1/79</u>
1st Class Constable	\$20,781 (\$19,791)	\$21,197	\$21,621
Staff Inspector	\$28,902 (\$27,526)	\$29,480	\$30,070

Paid Holidays: 1 day is added for a total of 12 days. Time off at straight time. (Previously time off at straight time or cash payment at straight time plus credit of 4 hours of overtime if paid holiday worked.)

Cleaning Allowance: \$110 (\$100) annually.

Plainclothes Allowance: \$500 (\$450) annually.

York Regional Municipality and York Regional Land Division Committee - Local 1953, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:

Effective	<u>Jan. 1/79</u>	<u>Aug. 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
General Increases	7%		7%	1.5%
Additional Adjustment		Due to reduction in hours of work		
Housekeeper	\$4.58-\$4.94 (\$4.28-\$4.62)		\$4.90-\$5.29	\$4.97-\$5.36
Clerk Steno	\$4.98-\$5.95 (\$4.65-\$5.56)		\$5.33-\$6.37	\$5.40-\$6.46
Labourer-Driver	\$6.37-\$6.66 (\$5.93-\$6.22)	\$6.61-\$6.90	\$6.83-\$7.12	\$7.21-\$7.50
Planner III	\$12.25-\$15.07 (\$11.45-\$14.08)		\$13.11-\$16.12	\$13.29-\$16.35

Probationary period is 6 months. Maximum rates are reached after completion of probationary period for Housekeeper and Labourer-Driver, after 30 months for Clerk Steno and after 42 months for Planner III.

Hours of Work: Effective August 1, 1979, 42 (44) hours for Road Maintenance and Paint Crew. Effective July 1, 1980, 40 hours.

Shift Premium: 0-30¢-30¢ (0-20¢-20¢).

Health and Welfare:	Dental Plan (new) - Effective September 1, 1979, employer pays 100% of premium cost of Dental Plan #9.
Safety Shoe Allowance:	\$25 (\$20) per year.
Meal Allowance:	\$4.50 (\$4.00).

ADDENDUM

May 1978 Settlement

CONSTRUCTION

Electrical Contractors Association of Ontario (Electrical Trade Bargaining Agency) - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 24-month renewal agreement effective from May 5, 1978 to April 30, 1980, covering 12,000 employees, settled with mediation assistance and ratified in May, 1978. Duration of negotiations - 3 months.

Wages:	Effective	May 5/78	May 1/79
Package Increases		75¢*	75¢*
<u>Wage Rates</u>			
Journeyman Electrician (Thunder Bay)		\$12.07 (\$11.46)	\$12.75
Journeyman Electrician (Hamilton)		\$13.86 (\$13.17)	\$14.54

*There are two exceptions to the above package increases. Electricians in the Sudbury jurisdiction shall receive 20¢ per hour to the package effective June 1, 1978, and 55¢ per hour effective January 1, 1979.

Electricians in the Sarnia jurisdiction shall receive no package increase in the first year of the agreement, and 25¢ per hour effective May 1, 1979.

The individual Locals will determine the distribution of the package increases.

Apprentices: Apprentices indentured after May 5, 1978 will be paid at rates established in the Apprenticeship and Tradesmen's Qualification Act. (The rates were higher in some areas.)

Mileage Allowance: Effective May 5, 1978, 25¢ per mile. (Previously, allowance varied between 20¢ and 25¢ per mile.)

Room and Board Allowance: Effective May 5, 1978, maximum increase is \$3 per day, but daily payment is not to exceed \$25.

Travel Allowance: Effective May 5, 1978, zone rates increase by \$1 per day.

Sarnia Local: Mileage, Room and Board, and Travel Allowances increase in Sarnia effective May 1, 1979.

June 1979 Settlement

ELECTRICAL PRODUCTS

McGraw-Edison of Canada Limited, Major Appliance Division at Cambridge - Local 595, Electrical Workers (IUE) (AFL-CIO/CLC): A 36-month renewal agreement effective from February 12, 1979 to February 11, 1982, covering 400 employees, settled at the conciliation officer stage and ratified in June, 1979. Duration of negotiations - 6 months.

Wages:

Effective:	<u>Feb. 12/79</u>	<u>Aug. 8/79</u>	<u>Feb. 12/80</u>	<u>Feb. 12/81</u>
General Increases	24¢		67¢	69¢
Classification Adjustment*		18¢-83¢		
General Helper	\$5.56 (\$5.32)	\$5.74	\$6.41	\$7.10
Tool & Die Maker Class I	\$7.20 (\$6.96)	\$8.03	\$8.70	\$9.39

*Effective August 8, 1979, job classification system restructured.

Incentive System: Deleted. Converted to a measured day rate system.

Cost of Living Allowance: Deleted.

Shift Premium: Effective February 12, 1980, 0-30¢-35¢ (0-25¢-30¢). Effective February 12, 1981, 0-35¢-40¢.

Paid Educational Leave: 1¢ per hour.

Paid Holidays: Effective February 12, 1981, 1 floating day is added for a total of 13 days.

Paid Vacation: Effective February 12, 1980, 4 weeks after 13 (14) years' service. Effective February 12, 1981, 4 weeks after 12 years.

Health and Welfare: Life Insurance - Effective March 1, 1980, \$10,000 (\$8,000) coverage. Effective March 1, 1981, \$12,000.

Weekly Indemnity - Effective July 1979, benefits increase to \$150 (\$130) per week, payable on a 1-1-4-39 basis. Effective March 1, 1980, \$160 per week. Effective March 1, 1981, \$170 per week.

Major Medical - Effective July 1979, coverage extended to include a new drug plan with 35¢ deductible.

Prescription Safety Glasses - Effective February 12, 1980, \$30 (\$25) per year. Effective February 12, 1981, \$35.

Safety Shoe Allowance: Effective February 12, 1980, \$25 (\$20) per year. Effective February 12, 1981, \$30.

ERRATA

CBSR 3-79, page 184

National Research Council of Canada - Employees' Association: Agreement is effective from May 10, 1979, not July 24, 1978 as reported. Rates reported for DA-1 (Assistant) were incorrect. The correct rates are as follows:

Effective	<u>July 24/78</u>	<u>July 23/79</u>
DA-1 (Assistant)	\$8,129-\$12,780 (\$7,669-\$12,057)	\$8,617-\$13,547

The change in Paid Vacation of 4 weeks after 12 (13) years is effective January 1, 1979.

Negotiations in Progress during July 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'r Stage
Armstrong Cork Industries, Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	232	B
Atomic Energy of Canada Limited (Radio Chemical Co.), Ottawa**	CLC Directly Chartered	250	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	300	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (Ind.)	560	MED
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	ARB
Calvert of Canada Ltd., Amherstburg	Auto Workers (CLC)	343	WS
Canada Packers Ltd., Beardmore Div., Halton Hills	United Food and Commercial Union (AFL-CIO/CLC)	355	CO
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	483	B
Canadian Gypsum Co. Ltd., Hagersville	Steelworkers (AFL-CIO/CLC)	235	CO
Canron Ltd., Eastern Structural Division, Toronto	Employees' Association (Ind.)	251	CO
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors)	650	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	ARB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production employees)	11,425	B
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical employees)	715	B
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (produc- tion and office employees)	1,040	B
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Dobbie Industries Ltd. (Woolen & Fabric Div.), Cambridge	Nat'l. Council of Canadian Labour (Ind.)	210	CO

* See page 469 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	MED
Durham Regional Police	Police Assn. (Ind.)	347	ARB
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eterna Shoe Manufacturing Co. Ltd., Toronto	United Food and Commercial Union (AFL-CIO/CLC)	230	CO
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly rated employees)	785	B
Essex General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	ARB
Extensicare Ltd., Haliburton, Kingston, London, Mississauga, Ottawa, Peterborough, Port Stanley, St. Catharines, Sault Ste. Marie and Sudbury	Service Employees (AFL-CIO/CLC) (part-time employees)	400	CO
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine employees)	2,380	B(R)
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	530	B
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (hourly-rated production employees)	16,000	B
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (CLC) (office and technical employees)	432	B
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	570	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	B
The Globe and Mail (Circulation, Editorial and Maintenance-Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Government of Canada (Treasury Board) **	Professional Institute (Ind.) (architecture and town planning)	450	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	B

* Federal jurisdiction

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	MED
Halton Regional Municipality	Cdn. Operating Engineers (CCU)	200	PCB
Halton Regional Police	Police Association (Ind.)	270	ARB
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance employees and bus drivers)	246	B
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARB
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph	Employees' Association (Ind.) (production employees)	500	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	450	MED
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ARB
Kingston General Hospital	CUPE (CLC) (support service, office and clerical employees)	700	ARB

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	MED
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
L.D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	270	MED
Libbey-St. Clair Inc., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC) (plant employees)	620	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	298	ARB
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical employees)	220	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time employees)	285	B(R)
Moore Corp., Moore Business Forms Division, Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	200	MED
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.) (general freight, drivers, dockmen, maintenance and mechanics)	6,500	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical employees)	200	CO
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (production employees)	1,400	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	480	CO

* Federal jurisdiction

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,485	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
North York Public Library Board	CUPE (CLC)	300	B
Northern Telecom Canada Ltd., Bramalea	Auto Workers (CLC) (production employees)	1,515	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	ARB
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (academic staff, librarians and consellers)	6,000	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (support staff employees)	4,300	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical employees)	450	PMB
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC) (clerical and office employees of the Construction Field Forces of the Generation Projects Div., and the Lines and Stations Construction Dept. of the Stations, Transmission and Distribution Division)	282	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARB
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa-Carleton Regional Transit Commission **	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	CB
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Association (Ind.)	575	CO
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCB
Ottawa Civic and other hospitals	CUPE (CLC) (non-medical employees)	13,000	ARB
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	ARB
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	CO
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	B
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	B
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARB
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	MED
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production employees)	650	WS

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg't Stage
Pipe Line Constructors Assn. of Canada	Teamsters (Ind.)	200	B
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	200	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	370	CO
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical employees)	700	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	ARB
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	290	B
Rockwell International of Canada, Plastic Products Div., Gananoque	Steelworkers (AFL-CIO/CLC)	220	CO
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.)	576	B
St. Catharine General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	PCB
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	ARB
St. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	297	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sarnia General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	246	ARB
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance employees, full-time)	725	MED
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance employees, part-time)	350	MED
Scarborough Centenary Hospital Association	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PCB
Scarborough General Hospital	OPSEU (NUPGE)	220	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ontario, Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	MED
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation employees)	462	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Sudbury Board of Education	Ontario Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	PCB

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
TAS Communications Services, Toronto	Communications Workers (CLC)	230	CO
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	320	MED
Toronto Board of Education	Fed. of Women Teachers Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
Toronto Metropolitan School Board	Fed. of Women Teachers Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,920	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Toronto Public Library Board	CUPE (CLC)	400	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	765	CO
University of Toronto	Graduate Assistants Assn. (Ind.)	2,030	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	CO
University of Toronto (Libraries)	CUPE (CLC) (non-professional employees)	390	B
University of Waterloo (Plant Operations and Food Services Depts.)	CUPE (CLC)	400	B
University of Windsor	CUPE (CLC) (service, maintenance and cafeteria employees)	200	CO
University of Windsor	Faculty Assn. (Ind.)	550	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	ARB
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PCB
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315	B
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/CLC)	360	B

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,600	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	ARB
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wentworth County Board of Education	CUPE (CLC)	200	MED
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	WS
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	ARB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	MED
Windsor Western Hospital Centre (I.O.D.E. Unit)	Ont. Nurses Assn. (Ind.)	228	PCB
Women's College Hospital, Toronto	Ont. Nurses Assn. (Ind.) (full-time and four-tour nurses)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	ARB
Work Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
Work Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'l Stage
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	MED
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical employees)	975	CO

MORE THAN ONE PROVINCE

Bell Canada, Nfld., Que., Ont., and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	WS
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	WS
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor, Woodstock, Ont. and St. Laurent & Ste. Therese, Que.	Auto Workers (CLC)	32,000	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (CUPTTE) (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,380	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,545	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,705	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CB
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	20,000	CB

**Federal jurisdiction

Negotiations in Progress during July 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
he St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agree- ment)	1,080	CB

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in August 1979

Employer and Location	Union	No. of Empls.
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	300
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	330
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	223
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400
Eddy Forest Products (Wood Products Div.), Nairn	Carpenters (AFL-CIO/CLC)	215
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	425
Elgin County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	287
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	480
Frontenac-Lennox & Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	497
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in August 1979 (cont'd)

Employer and Location	Union	No. of Empls.
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273
Industrial Wire & Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	250
Kenora Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635
Kenora Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580
Kenora District Roman Catholic Separate School Board,	Ont. English Catholic Teachers' Assn. (Ind.)	340
Kenora County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700
Kenora County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525
Kenora County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260
Kenora County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210
Kenora & Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in August 1979 (cont'd)

Employer and Location	Union	No. of Empls
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510
Middlesex County Board of Education,	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	382
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	483
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233
Northumberland & Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605
Ont. Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (NUPGE) (academic staff, librarians and counsellors)	6,000
Ont. Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (NUPGE) (support staff empls.)	4,300
Ottawa Board of Education	Fed. of Women Teachers' Assns. of of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assns. and Assn. des Enseignants Franco-Ontariens (Ind.)	985
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in August 1979 (cont'd)

Employer and Location	Union	No. of Empls.
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	417
Perth County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420
Perth County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305
Parkwell International of Canada (Plastic Div.), Gananoque	Steelworkers (AFL-CIO/CLC)	220
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940
Perth County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250
Perth, Dundas & Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560
Perth, Dundas & Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Perth Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645
Perth Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885
Perth District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	10,855

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in August 1979 (cont'd)

Employer and Location	Union	No. of Empls.
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,50
Treasury Board of Canada	Public Service Alliance (CLC) (education group)	3,54
University of Toronto	Graduate Assistants Assn. (Ind.)	2,03
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/ CLC)	36
Waterloo County Board of Education	Custodian & Maintenance Assn. (Ind.)	40
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,60
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	97
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	88
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	62
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	73
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	51
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	56
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	82
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,20
York University, Toronto	Graduate Assistants' Assn. (Ind.) (part-time faculty and graduate students)	40
York University, Toronto	Graduate Assistants' Assn. (Ind.) (part-time faculty and non- graduate students)	34
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	97

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ONTARIO MINISTRY OF LABOUR
TORONTO

11 COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
August 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

September 29, 1979

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Highlights

Nickel Industry Settlement. The current round of nickel mines bargaining was concluded in early August with a three-year renewal agreement signed by Falconbridge Nickel Mines and the Mine, Mill and Smelter Workers' Union. The new contract, affecting 2,380 hourly employees at the company's Sudbury area mine and surface operations, was reached in direct negotiations resulting from a reopener clause in the current contract accepted last fall. The clause allowed for renegotiation of most monetary items for the second and third years of the contract at the anniversary date August 21, with the right to strike or lockout if necessary.

The new agreement replaced the remaining portion of the 1978-81 contract and also covered an additional year ending August 21, 1982, to expire almost three months after the recently concluded Inco-Steelworkers pact. The Falconbridge terms basically followed those of the Inco settlement won by the Steelworkers after an 8 1/2-month strike and subsequently agreed to by the Falconbridge salaried employees. The wage settlement, effective August 21, 1979, called for a general wage increase of 29 cents per hour plus a cost-of-living fold-in of \$1.17 in the first year, followed by a 10-cent hourly raise plus 1/2-cent increase in job increments in each of the final two years. It also provided a lump sum settlement payment of \$400 and continued quarterly cost-of-living adjustments based on a .35 improvement factor, to be incorporated annually into the second and third year wage rates. Gains in fringe benefits closely paralleled those in the Inco settlement, with the main focus on improved welfare and pension benefits. Among the specific items were a liberalized vacation schedule for longer service employees, a higher vacation bonus, increased health, insurance and pension benefits and a new option for early retirement after 30 years service regardless of age with a minimum pension of \$600 per month.

Workmen's Compensation Board Settlement. The Workmen's Compensation Board of Ontario and the Canadian Union of Public Employees signed a two-year renewal agreement covering 1,600 clerical, professional and maintenance employees at WCB's central and area offices, information centres and hospital and rehabilitation centres across the province. During the protracted negotiations for an agreement to replace one that expired on September 30, 1978, the union sought an annual salary increase of 9 per cent, with a minimum of \$19 per week. In support of their proposal for a percentage and flat minimum increase, the union negotiators argued that the lower-paid group of employees should be given special consideration to narrow the gap between the low and high ends of the wage scale. The issue was of particular concern to the union since the bargaining unit comprises a wide range of classifications and the wage gap widened considerably during the term of two previous agreements arbitrated under the strict limitations of the AIB rules. The dispute was resolved through compulsory arbitration, which resulted in a compromise decision rejecting the union's proposed wage increase figures, but accepting the argument in favour of the minimum increase. The award was handed down on August 8 and granted a general wage and salary increase of 6.5

per cent with a minimum of \$15 per week in the first year, and 7.5 per cent with a minimum of \$18 per week in the second year. The minimums, computed by applying the awarded percentages to the average weekly salary, resulted in a 9.8 and 10.7 per cent increase for the lowest paid classification in each year of the contract, respectively. The award also provided a number of changes in clauses relating to shift premiums, paid vacations, meal and mileage allowances and new wording for maternity leave and technological change provisions. Additional improvements, effective in the second year of the agreement, included a new dental plan with 50 per cent of the premium paid by the employer and a reduction in hours of work for industrial employees from 40 to 37.5 hours per week.

Firefighters Settlements. During July and August, five major locals of the Fire Fighters' Association, representing a combined total of 2,885 employees of municipal fire departments in the Toronto area and Mississauga, completed the current round of bargaining for renewal of contracts expiring on December 31, 1978. In four other major cities, Fire Fighters' locals continued negotiations on behalf of an additional 1,530 members who also have been without contracts since January 1.

The first of the renewal agreements, affecting 380 firefighters in Scarborough, was settled through binding arbitration in mid-July. The one-year award provided a 4.9 per cent salary increase retroactive to January 1, 1979 and a further 3.36 per cent on July 1. The increases brought the annual salary for a first-class firefighter to \$21,768 during the remaining six months of the contract. The award liberalized eligibility rules for vacations and added 7 days of paid leave for employees with 25 or more years service. New employer-paid long-term disability and dental plans were also implemented. [See p. 450 of the July 1979 issue of this report for details].

The largest of the remaining four agreements, all of which were reached in direct bargaining, involved 1,240 members of the Toronto City Fire Department. The 12-month contract called for a salary increase of 7 per cent on January 1, and 2.4 per cent on October 1, 1979, resulting in a \$22,000 annual salary for a first-class firefighter during the last three months of the year. In addition, six new classifications were included in the salary scale. Other improvements involved higher insurance benefits and cleaning allowances, and upgrading of vacation schedules, dental plan and optical coverages to the levels provided for other civic employees in the area. The settlement also established a number of committees to study unresolved issues of pensions, protective clothing, hiring practices and a four-day work schedule for day staff.

North York firefighters negotiated a two-year agreement providing annual two-step salary increases totalling 9 per cent each in 1979 and 1980. The first increase, of 7 per cent, was retroactive to January 1, with a further 2 per cent (non-compounded) added on November 1, 1979, to produce a new first-class firefighter's salary of \$21,756 per annum on the latter date. In 1980, the 615-member bargaining unit will receive similar increases, with the second installment of 2 per cent phased in July 1, 1980. Changes in paid vacations and a dental plan were the same as those granted to Toronto

firefighters. A new method of calculating pension benefits for past service using the best five years' average earnings (under review last year and subsequently resolved by an April 1979 arbitration decision) was also included in the settlement.

The 365 Etobicoke firefighters, who were seeking a 12 per cent increase for 1979 to bring their salaries more in line with those in other Metro municipalities, eventually accepted a two-year contract with a two-step general increase of 9 per cent in the first year and wages open for negotiation in the second. The negotiated increases of 5 and 4 per cent, implemented in two half-yearly stages, brought the annual salary for a first-class firefighter to \$21,430, effective July 1, 1979. [See pp. 443-444 of the July 1979 issue of this report.]

Finally, in Mississauga, where a current two-year agreement was scheduled to expire in December 1979 but provided a reopener on wages and paid vacation provisions in the second year, the parties agreed to enter a new two-year contract running through December 31, 1980. The 1979 increases for a first-class firefighter of 5.7 per cent effective January 1, plus 5.4 per cent effective July 1, yielded a new salary rate of \$21,716 per year in that position. In 1980, there will be a further increase of 7.5 per cent on January 1. Among other provisions the Mississauga contract called for a liberalized vacation policy with eligibility requirements gradually lowered closer to the levels attained elsewhere in the Toronto area, a higher cleaning allowance and improved welfare benefits.

At the end of August, two of the remaining four unresolved disputes, including those in Hamilton and London, were in arbitration. Windsor firefighters applied for arbitration in May following a breakdown in bargaining with the city, but in early August resumed direct talks in an effort to reach a settlement without third party intervention. In Ottawa, the parties were still engaged in direct negotiations.

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LEATHER

Canada Packers Limited, Beardmore Division at Halton Hills - Local P479, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 18, 1979 to July 17, 1981, covering 355 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	July 18/79	July 18/80	Dec. 1/80
	General Increases	60¢	45¢	5¢
	Job Class Increment		.05¢	
	Category 6 (includes Dry Floor Labour)	\$5.89 (\$5.29)	\$6.37	\$6.42
	Category 26 (includes Class B Electrician)	\$6.89 (\$6.29)	\$7.47	\$7.52

Paid Holidays: Effective July 18, 1980, 1 floating day is added for a total of 11 days.

Paid Vacation: Effective July 18, 1980, 4 weeks after 13 (14) years' service.

Bereavement Leave: Grandparents are added for 3 days' paid leave (new).

Health and Welfare: Week Indemnity - Benefit increases to \$135 (\$115) per week. Effective July 18, 1980, \$145 per week.

OHIP - Employer pays 100% of the cost of premium increases in the first year. Capped at \$2 single and \$4 married, in the second year.

Dental Plan - Effective January 1, 1980, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Safety Boot Allowance: \$18 (\$12) per pair per year.

TEXTILE

Dobbie Industries Limited, Woolen and Fabric Division at Cambridge - Local 208, National Council of Canadian Labour (Ind.): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/79	May 4/80
	Increases*	26¢-42¢	18¢-28¢
	Maintenance Labourer	\$4.06 (\$3.78)	\$4.26

	<u>May 1/79</u>	<u>May 4/80</u>
Electrician	\$6.92	\$7.20
Class 1	(\$6.50)	

*Due to classification adjustments most employees receive more than the increases shown above.

Shift Premium: Effective January 1, 1980, 0-15¢-20¢ (0-10¢-15¢).

Paid Holidays: Effective January 1, 1980, employee's birthday is added for a total of 10 days.

Paid Vacation: Effective May 4, 1980, 4 weeks after 18 (20) years' service.

Health and Welfare: Life Insurance - Effective May 4, 1980, \$5,000 (\$4,000) coverage.
Weekly Indemnity - Effective January 1, 1980, maximum benefit increases to \$160 (\$96) per week.

CLOTHING

H.D. Lee Company of Canada Limited at North Bay - Local 1167, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 11, 1979 to June 10, 1981, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 11/79</u>	<u>June 11/80</u>
	General Increases	33¢	32¢
	<u>Piece Work Rates</u>		
	Class A	\$3.73 (\$3.40)	\$4.05
	Class E	\$3.93 (\$3.60)	\$4.25

Paid Holidays: One additional day is added for a total of 11 days.

Health and Welfare: Life Insurance (new) - Effective July 1, 1980 employer pays 100% of premium cost to provide \$2,000 coverage.
Extended Health Care (new) - Effective December 1, 1979, employer pays 100% of premium cost for plan with 75%/25% co-insurance for vision care and 90%/10% for all other benefits.
Dental Plan (new): Effective December 1, 1979, employer pays 66 2/3% of premium cost for basic dental plan.

PRINTING, PUBLISHING AND ALLIED

Moore Corporation Limited, Moore Business Forms Division at Fergus - Local 691, Printing and Graphic Communications (AFL-CIO/CLC): A 12-

month renewal agreement effective from June 15, 1979 to June 14, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 15/79</u>
	Increase	44¢-71¢
	Class 1 (includes Bindery Operator)	\$4.75-\$5.36 (\$4.31-\$4.86)
	Class 14 (includes Electronic Trouble Shooting Repairman)	\$6.44-\$8.72 (\$5.91-\$8.01)

Probationary period is 90 days. Maximum rates are reached after 18 months for Bindery Operator and after 54 months for Electronic Trouble Shooting Repairman.

Shift Premium: 0-45¢-45¢ (0-42¢-42¢).

Paid Holiday: 1 additional day is added for a total of 12 days.

Health and Welfare: Major Medical - \$25 deductible. No co-insurance. (Previously, 80%/20% co-insurance.)

METAL FABRICATING

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 25, 1979 to May 24, 1981 covering 370 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 24/79</u>	<u>May 24/80</u>	<u>Dec. 1/80</u>
	General Increases	9%	7.6%	15¢
	Experienced Helper	\$6.26 (\$5.74)	\$6.74	\$6.89
	Machinist "A"	\$8.36 (\$7.67)	\$9.00	\$9.15

Lead Hand Premium: 25¢ (15¢) per hour.

Paid Vacation: Effective in 1980, 3 weeks after 5 (7) years' service and 4 weeks after 15 (16) years.

Bereavement Leave: Brother, sister and grandchildren are included in one days paid leave to attend funeral (new).

Health and Welfare: Life Insurance - \$9,000 (\$8,000) coverage.

Weekly Indemnity - Benefit of \$150 per week for A and B rates and \$135 for below B rate. (Previously, \$125 for all classifications.)

Pension Plan: Effective July 1, 1979, \$9 (\$8) per month per year of service. Effective July 1, 1980, \$10 per month per year of service.

Safety Shoe Allowance: \$35 (\$30) maximum.

ITT Aimco Division, Mississauga Operations at Mississauga - Local 7574, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 25, 1979 to June 25, 1981, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	June 25/79	June 23/80
	General Increases	70¢	60¢
	Skilled Trades Adjustments	55¢ for Grade 9; 90¢ for Grade 10	40¢ for Grade 9; 60¢ for Grade 10
	Grade 1 (includes General Labour)	\$6.04 (\$5.34)	\$6.64
	Grade 10 (includes Plant Electrician)	\$9.40 (\$7.80)	\$10.60

Shift Premium: 0-30¢-35¢ (0-25¢-25¢).

Paid Holiday: 1 additional day is added for a total of 12 days.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage. Effective June 23, 1980, \$11,000.

Dental Plan - Based on the 1979 (1975) Ontario Dental Association fee schedule.

Pension Plan (new): \$4 per month per year of service for service after January 1, 1972. \$6 per month per year of service for service after January 1, 1981.

Safety Shoe Allowance: Maximum of \$40 (\$35) annually.

National Hardware Specialties Limited at Dresden and Wallaceburg - Locals 251 and 580, Auto Workers (CLC): Two 24-month renewal agreements effective from July 15, 1979 to July 14, 1981, covering 250 employees, settled during a work stoppage. Duration of negotiations - 5 months. Previous agreements expired April 15, 1979.

Wages:	Effective	July 15/79	July 15/80
	Increases	35¢-40¢ for production empls.; \$1.05 for maintenance empls.	30¢-35¢ for production empls.; 45¢ for maintenance empls.

	<u>July 15/79</u>	<u>July 15/80</u>
Materials Handler	\$4.82 (\$4.47)	\$5.12
Maintenance	\$7.15-\$7.55 (\$6.10-\$6.50)	\$7.60-\$8.00

Cost of Living Allowance:	Float of \$1.60 continues. 1¢ per 0.375 (0.40) point increase in the Consumer Price Index - 1971=100. Adjusted quarterly.
Health and Welfare:	<u>A.D. & D.</u> - \$10,000 (\$5,000) coverage.
Pension Plan:	\$6 (\$5) per month per year of service.

ELECTRICAL PRODUCTS

Industrial Wire and Cable Company at Toronto - Local 7608, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 18, 1979 to August 17, 1981, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 18/79</u>	<u>Aug. 18/80</u>
	General Increases	50¢	45¢
	COLA Fold-in	23¢	
	Skilled Trades Adjustment	15¢-25¢	
	Labourer	\$6.59-\$6.69 (\$5.86-\$5.96)	\$7.04-\$7.14
	Machinist A	\$7.67-\$7.83 (\$6.69-\$6.85)	\$8.12-\$8.28

Cost of Living Allowance:	Effective August, 1980, 1% for each 1% rise in the Consumer Price Index - 1971=100. Triggered at 6.5% (6%). Calculated on the average rate paid in August 1980 (1977).
Shift Premium:	0-23¢-23¢ (0-21¢-21¢).
Paid Vacation:	5 weeks after 21 (23) years' service.
Bereavement Leave:	Grandchild is added for 1 day's paid leave.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective September 1, 1979, \$9,000 (\$7,000) coverage. <u>Life Insurance for Retirees (new)</u> - \$750 paid up coverage for future retirees.

Weekly Indemnity - Benefit is \$130 (\$125) per week, payable as previously, on a 1-4-26 basis. Effective September 1, 1980, \$135 per week.

Dental Plan (new) - Employer pays 100% of the cost of premiums for a plan equivalent to Blue Cross Basic Plan #7. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Effective September 1, 1979, \$7 (\$6) per month per year of future service.

Safety Shoe Allowance: Effective in the second year, \$23 (\$22) per year.

NON-METALLIC MINERAL PRODUCTS

Libbey-St. Clair Inc. (formerly Domglas Ltd.) at Wallaceburg - Local 235, Glass and Ceramic Workers (AFL-CIO/CLC) (650 plant employees): A 24-month renewal agreement effective from July 26, 1979, to July 25, 1981, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 26/79	July 26/80
	General Increases	8%	8%
	<u>42 hour week</u>		
	Group 1 (includes Light Labour)	\$6.70 (\$6.20)	\$7.24
	Group 7 (includes Lift Truck Driver)	\$7.29 (\$6.75)	\$7.87
	Group 12 (includes Electrician Certificate)	\$8.13 (\$7.53)	\$8.78

Employees on 40 hour week add 5¢ to above rates (unchanged).

Cost of Living Allowance: 1¢ per 0.35 increase in the Consumer Price Index - 1971 = 100. Triggers after an 8% rise over the base, June 1980. Folded in at end of contract. (Previous provision - increase in first year beyond AIB's Basic Protection Factor of 6% to be added to rates. Generated 18¢.)

Hours of Work: Continuous shift operations - 42 hours per week; straight day workers - 40 per week (both unchanged).

Shift Premium: 0-17¢-21¢ (0-14¢-20¢).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 4 weeks after 14 (15) years' service and 6 weeks (new) after 30 years. 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 25 years (unchanged).

Bereavement Leave:	2 days' paid leave for a grandchild and 3 days for a common-law spouse (new).
Health and Welfare:	<u>Retiree's Life Insurance</u> - \$2,000 (\$1,000) coverage. <u>Dental Plan (new)</u> - Effective September 1, 1979, employer pays up to a maximum of 6.5¢ per hour for a plan with basic, preventative coverage. Payments are based on the 1978 Ontario Dental Association fee schedule. Eligibility - 1 year of continuous service.
Meal Allowance:	\$3 allowance (\$3 meal provided).
Safety Shoe Allowance:	\$20 (\$17.50) per pair, for 1, 2 or 3 pairs per year, depending on department.
Tool Allowance:	\$25 per year for tool kits valued over \$100 (unchanged). \$65 when valued over \$175. (Previously, \$50 when valued over \$150.)

CHEMICAL AND CHEMICAL PRODUCTS

TCF of Canada Limited at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 320 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/79</u>	<u>June 29/80</u>
General Increases		61.5¢	65¢
Three Continuous Shifts		5¢	5¢
Skilled Trades Adjustments		10¢	15¢
Additional Adjustment		29¢ for Group 10	
Sorter/Wrapper		\$6.80 (\$5.895)	\$7.45
Electrician		\$8.09 (\$7.375)	\$8.89

Shift Premium:	Effective June 29, 1979, 14¢ (12¢) for work on an afternoon shift and 20¢ (16¢) for night shift.
Health and Welfare:	<u>Life Insurance</u> - \$4,000 (\$3,000) coverage for employees with less than 3 years' service. \$9,000 (\$8,000) for other employees.
Pension Plan:	\$5.50 (\$5.00) per month per year of service.

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited, Commercial Products at Ottawa - Local 9-1541, Oil, Chemical and Atomic Workers (AFL-CIO/CLC)*: A 12-month first agreement effective from June 1, 1979 to May 31, 1980, covering

255 employees, settled at the post conciliation bargaining stage.
Duration of negotiations - 5 months.

*The Oil, Chemical and Atomic Workers International Union replaced the Ottawa Atomic Workers Union as the bargaining agent on August 15, 1979.

Wages:	Effective	<u>June 1/79</u>
	General Increase	8.5%
	Labourer	\$6.26 (\$5.77)
	Electrician	\$8.88 (\$8.18)

Shift Premium: 0-38¢-40¢ (0-28¢-30¢).

Sunday Premium: 90¢ (85¢) per hour.

Paid Vacation: 16 days after 11 (12) years' service, 17 days after 12.5 (13.5) years, 18 days after 13 (14) years and 20 days after 13.5 (14.5) years.

Employees who have prior service with the Company are credited with annual vacation on the basis of their total accumulated service.

Health and Welfare: Life Insurance - Employer pays 60% (50%) of the cost of premiums.

Weekly Indemnity - Employer pays 100% (80%) of the cost of premiums.

OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays 100% of the cost of premiums for Ontario residents. (Previously, \$18 per month for single coverage and \$35.75 per month for family coverage.)

Quebec residents receive a Medical - Hospital Allowance of \$34 (\$31.25).

Long Term Disability Plan (new) - To be implemented based on a minimum of 75% participation. Employer pays 50% of the cost of premiums.

Travel Allowance: Employer pays a maximum of 6 hours' travel time beyond the normal hours of work, when the employee works and travels on the same day. (Previously, a maximum of 8 hours' pay per day.)

Rockwell International of Canada Limited, Plastic Products Division at Gananoque - Local 3209, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1979 to August 31, 1982, covering 200 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Dec. 1/79</u>	<u>Aug. 31/80</u>	
	General Increases	25¢			
	COLA Fold-in		27¢		
	Guaranteed COLA Fold-in			33¢	
	Group 1 (includes Labour/ Utility)	\$5.43-\$5.53 (\$5.18-\$5.28)	\$5.70-\$5.80	\$6.03-\$6.13	
	Senior Electrician	\$8.14 (\$7.89)	\$8.41	\$8.74	
	Effective	<u>Sept. 1/80</u>	<u>Aug. 31/81</u>	<u>Sept. 1/81</u>	<u>Aug. 31/82</u>
	General Increases	20¢		20¢	
	Guaranteed COLA Fold-in		48¢		58¢
	Group 1 (includes Labour/ Utility)	\$6.23-\$6.33	\$6.71-\$6.81	\$6.91-\$7.01	\$7.49-\$7.59
	Senior Electrician	\$8.94	\$9.42	\$9.62	\$10.20

Probationary period is 30 working days. Maximum rate is reached on merit.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. To be adjusted quarterly and folded into wages. (Formula unchanged. Previous guarantee of 15¢.)

Shift Premium: 0-20¢-25¢ (0-18¢-23¢). Effective September 1, 1980, 0-22¢-27¢.

Paid Vacation: Minimum number of hours worked for vacation year is 1200 (1400).
3 weeks after 5 (6) years' service, 4 weeks after 12 (15) years, 5 weeks after 20 (25) years and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$8,000) coverage.

Weekly Indemnity - Benefits increase to 60% of base earnings to a maximum of \$125 (\$120) per week, payable on a 1-4-26 basis. Effective September 1, 1980, maximum of \$135 weekly. Effective September 1, 1981, maximum of \$145.

Dental Plan (new) - Effective September 1, 1980, employer pays 100% of premium costs for basic dental plan.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective September 1, 1980, \$9. Effective September 1, 1981, \$10.

Supplementary Benefit - \$6.50 (\$5.50) per month per year of service. Effective September 1, 1980, \$7.50. Effective September 1, 1981, \$8.50.

MINES

Falconbridge Nickel Mines Ltd. at Falconbridge - Local 598, Mine, Mill and Smelter Workers' Union (Ind.) (2,380 mine and surface hourly rated employees): A 36-month renewal agreement* effective from August 21, 1979 to August 21, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

*Negotiated as the result of a reopener clause. Supplants the remaining portion of the August 21, 1978 - August 21, 1981 agreement.

Wages:	Effective	Aug. 21/79	July 10/80	July 10/81
	COLA Fold-in	\$1.17	Accumulated Float	Accumulated Float
	General Increases	29¢	10¢	10¢
	Job Class Increments	12.5¢ (unchanged)	13¢	13.5¢
	Job Class 1 (includes Labourer)	\$7.56 (\$6.10)	\$7.66	\$7.76
	Job Class 8 (includes most Drillers)	\$8.435 (\$6.975)	\$8.570	\$8.705
	Job Class 16 (1st Class Trades)	\$9.435 (\$7.975)	\$9.610	\$9.785

Settlement Pay: \$400 for all employees on the payroll on ratification.

Cost of Living Allowance: 1¢ per 0.35 rise in the Consumer Price Index - 1961=100. Calculated quarterly. Folded in as scheduled above. (Formula is unchanged.)

Hours of Work: 40 hours per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in 1979, 3 weeks after 8 (10) years' service and 4 weeks after 18 (20) years. 1 week with 2% of total earnings for less than 1 year, 2 weeks after 1 year, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).

Special Vacation - 5 weeks with pay after each 5 years of service (unchanged).

Vacation Bonus: Effective in 1979, \$75 (\$60) per regular week of vacation for employees with 2 or more years of service.

Health and
Welfare:

Life Insurance and Insured Death Benefit - Effective September 1, 1979, \$7,000 (\$6,000) coverage if no dependants, \$14,000 (\$12,000) with dependants.

A.D. & D. - Effective September 1, 1979, \$3,500 (\$3,000) coverage if no dependants, \$7,000 (\$6,000) with dependants.

Sickness and Accident - Effective September 1, 1979, \$190 (\$175) per week for future and present recipients. Effective January 1, 1981, \$205

Long Term Disability - Effective September 1, 1979, \$100 to \$120 per week depending on years of service (\$100 regardless of years of service).

Dental Plan - Effective September 1, 1979, coverage to be based on the 1979 Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 fee schedule if that is the prevailing schedule used by area dentists.

Pension Plan:

Basic Monthly Benefit - Effective January 1, 1980, \$12 (\$10) per year of service.

Basic and Supplemental Pension (new) - \$600 per month for employees with 30 years' service regardless of age.

Early Retirement Supplement - Effective January 1, 1980, \$12.50 per month per year of service without limit (previously \$8.50 and a 30 year maximum).

Pensionable Service Year - 1600 (1800) hours worked.

Vesting - After 10 years of service regardless of age (previously, minimum age 45).

Surviving Spouse Benefit - Viable provided employee dies subsequent to obtaining vesting rights (subsequent to becoming eligible for retirement).

TRANSPORTATION

St. Lawrence Seaway Authority, Ontario and Quebec - Railway, Transport and General Workers (CLC) (1,085 operational, maintenance and headquarters employees): Two 24-month renewal agreements effective January 1, 1979 to December 31, 1980, settled at the conciliation commissioner stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80
	General Increases	9%	9%
	<u>Operations and Maintenance</u> (40-hour week)		
	Labourer	\$7.06 (\$6.48)	\$7.70

	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
Electrician	\$9.03 (\$8.28)	\$9.84
<u>Clerical, Technical and Stores</u> (37.5-hour week)		
Clerk - Records (Job Class 2)	\$5.92-\$6.15 (\$5.43-\$5.64)	\$6.45-\$6.70
Real Property Agent (Job Class 16)	\$10.25-\$10.59 (\$9.40-\$ 9.72)	\$11.17-\$11.55
Cost of Living Allowance (new):	3.5¢ per point increase in the Consumer Price Index - 1971=100. Triggered at 8% and folded in annually.	
Shift Premium:	Effective August 31, 1979, 0-25¢-40¢ (0-20¢-35¢).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	4 weeks after 11 (12) years' service, 5 weeks after 20 (21) years and 6 weeks (new) after 31 years. Effective in 1980, 6 weeks after 30 years. 3 weeks after 1 year (unchanged).	
Health and Welfare:	<u>Employer Contribution - \$60 (\$46) per month for family coverage and \$27 (\$21) for single.</u>	
	<u>Sick Leave - 1/2 (1/3) of accumulated credits may be paid in cash or 1/3 in annual leave (unchanged).</u>	
	<u>Dental Plan - Employer continues to pay 100% of premium. Payments are based on the 1979 (1975) Ontario Dental Association fee schedule and coverage is extended to include periodontal and endodontic services, specific surgical services and denture repairs and relines.</u>	
	<u>Prescription Drug Plan - 35¢ per prescription deductible. (Previously, under Medical Plan with deductibles of \$25 family and \$15 single.)</u>	
Overtime Meal Allowance:	\$7 (\$6). Effective in 1980, \$8.	
Safety Shoe Allowance (new):	Employer pays 60% of cost to a maximum of \$40 toward the cost of 1 pair per year.	
<u>Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Amalgamated Transit Union (AFL-CIO/CLC) (1,500 bus operators, mechanics and maintenance employees: A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.</u>		
Wages:	Effective	
	<u>Jan. 1/79</u>	<u>Mar. 1/80</u>
General Increases	8%	8%

	<u>Jan. 1/79</u>	<u>Mar. 1/80</u>
Operator	\$8.13 (\$7.53)	\$8.78
Mechanic B	\$9.18 (\$8.50)	\$9.91
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	10 days (unchanged).	
Paid Vacation:	5 weeks after 19 (20) years' service and 6 weeks after 29 (30) years. Effective in 1980, 5 weeks after 18 years and 6 weeks after 27 years. 3 weeks after 1 year and 4 weeks after 10 years (both unchanged).	
Health and Welfare:	Sick Benefit Plan - Benefit of 70% (\$185) of basic weekly earnings. Effective in 1980, 75%.	
	<u>Extended Benefit Plan</u> - Benefit increases to \$580 (\$530) per month for 42 (36) months. Effective in 1980, \$625.	
Pension Plan:	Effective in 1980, a new final-earnings plan (previously career earnings) to be phased in over the next 4 years. Benefits to be based on 2% for each year of service multiplied by the average of the last 5 years.	
	Increased employer-employee contributions with no past service pick-up.	
Safety Boot Allowance:	\$27.50 (\$23) per year. Effective in 1980, \$30.	

WHOLESALE TRADE

National Grocers Company Limited (Branch warehouse operations) at Hamilton, Kitchener, London, Orillia, Oshawa and Peterborough - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

	<u>Effective</u>	<u>May 1/79</u>	<u>May 1/80</u>
Wages:			
General Increases		70¢	65¢
Warehouseman		\$8.65 (\$7.95)	\$9.30
Maintenance Mechanic		\$8.95 (\$8.25)	\$9.60
Shift Premium:	Effective August 7, 1979, 0-25¢-30¢ (0-20¢-25¢).		
Paid Holiday:	One additional day is added for a total of 11 days.		
Paid Vacation:	5 weeks after 19 (20) years' service. Effective in 1980, 5 weeks after 18 years.		

Health and
Welfare:

Weekly Indemnity - Effective August 1, 1979, benefit increases to 75% of weekly earnings to a maximum of \$235 (\$200) per week, payable on a 1-1-4-26 basis. Effective May 1, 1980, maximum is \$250.

Long Term Disability - Effective August 1, 1979, maximum of \$740 (\$700) per month from all sources to age 65.

Optical Plan (new) - Effective April 1, 1980, employer pays 100% of premium cost for a plan providing maximum of \$60 per employee every 2 years and maximum of \$60 for each dependent under age 16 years annually.

Pension Plan:

Effective January 1, 1980, \$10.50 per month per year of service. (Previously, \$9.50 per month for service prior to April 30, 1977 and \$10.50 for service after April 30, 1977.)

EDUCATION AND RELATED SERVICES

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC)

(caretakers and maintenance employees): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:

Effective	July 1/79	Jan. 1/80
General Increases	40¢	15¢
Caretaker	\$6.32-\$6.60 (\$5.92-\$6.20)	\$6.47-\$6.75
Maintenance 1	\$7.59 (\$7.19)	\$7.74

Probationary period is 3 months. Maximum rate for Caretaker is reached after 15 months.

Shift Premium:

Effective January 1, 1980, 0-23¢-23¢ (0-20¢-20¢).

Paid Holidays:

Employee receives a minimum of 2 hours off on Christmas Eve (new).

Paid Vacation:

4 weeks after 11 (12) years' service.

Health and
Welfare:

Dental Plan (new) - Effective January 1, 1980, employer pays 75% of the cost of premiums for a plan equivalent to Blue Cross Basic Dental Plan #7. Payments are based on the 1978 Ontario Dental Association fee schedule.

Responsibility
Allowances:

Effective January 1, 1980, 18¢ (15¢) per hour for Group 1 and 23¢ (20¢) per hour for Group 2 caretakers in a public school.

Effective January 1, 1980, 15¢ per hour for maintenance of swimming pools (new).

Carleton University at Ottawa - Academic Staff Association (Ind.) (620 professors, librarians and instructors): A 10-month agreement as a result of

a reopener provision, effective from July 1, 1979 to April 30, 1980, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/79</u>
	General Increase	5.5%
	<u>Annual Rates</u> (salary floors)	
	Instructor I	\$13,100 (\$12,420)
	Instructor III	\$17,820 (\$16,890)
	Lecturer	\$13,670 (\$12,960)
	Librarian I	\$14,310 (\$13,560)
	Librarian IV	\$22,980 (\$12,780)
	Assistant Professor	\$17,400 (\$16,490)
	Associate Professor	\$22,060 (\$20,910)
	Professor	\$28,590 (\$27,100)
Career Development and Merit Pay Increments:	\$670-\$910 (\$630-\$860).	

HEALTH AND WELFARE SERVICES

Joseph Brant Memorial Hospital at Burlington - Local 71, Ontario Nurses' Association (Ind.) (full-time and part-time registered and graduate nurses):
A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 290 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Non.-Reg.	\$1,307.35-\$1,503.97	\$1,397.35-\$1,606.97
	Grad. Nurse*	(\$1,217.35-\$1,400.97)	
	0-7 years		
	Reg. Grad.	\$1,360-\$1,573	\$1,450-\$1,676
	Nurse*	(\$1,270-\$1,470)	
	0-7 years		
	<u>Regular Part-time</u> (hour rates)		
	Registered Nurse	\$62.77-\$72.60 (\$58.61-\$67.84)	\$66.92-\$77.35

*Special Start Rates - Effective October 1, 1978, Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,180) per month. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,227 (\$1,127.35) per month. Effective October 1, 1979, \$1,308.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective November 1, 1979, Remembrance Day is added for a total of 11 days.

Bereavement Leave: Brother-in-law and sister-in-law are added for 3 days' paid leave (new). Grandchild is added for 1 day's paid leave (new).

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for a plan equivalent to Blue Cross Basic Dental Plan No. 7. Payments are based on the current Ontario Dental Association fee schedule.

Responsibility Allowance: \$2.50 (\$2.00) per tour.

Part-time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1978, 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Etobicoke General Hospital at Rexdale - Ontario Nurses' Association (Ind.) full-time registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 222 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non compounded
	Full-time Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

*Special Start Rates - Effective October 1, 1978, all Registered Staff Nurses who are hired with less than 1 year of clinical experience will be paid at the rate of \$1,273 (\$1,190) per month. Effective October 1, 1979, this rate will be increased to \$1,357 per month. Those hired at these rates will automatically proceed to the salary grid upon completion of six months' service and will be treated as having completed six months' service at the first step in the grid. It is understood that the desirability of maintaining the special hiring rate will be reviewed by the parties at the expiry of the agreement.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Standby Pay:	Double time or a minimum of 4 hours at time and one half, whichever is greater, for work performed on paid holidays. (Previously, time and one-half for all hours worked.)
Holiday Pay:	Qualifying period is 12 (20) working days prior to the holiday.
Bereavement Leave:	Niece and nephew are added for 1 day's paid leave.
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of the cost of premiums. <u>Dental Plan (new)</u> - Employer pays 50% of the cost of premiums for Blue Cross Basic Dental Plan No. 7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.
Responsibility Allowance:	Qualifying period is 1 (3) full tour(s).

The Greater Niagara General Hospital at Niagara Falls - Local 60, Ontario Nurses' Association (Ind.) (full-time and part-time registered and graduate nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> <u>(monthly rates)</u>		
	Non-Reg. Staff Nurse*	\$1,271.08-\$1,454.83 (\$1,181.08-\$1,351.83)	\$1,361.08-\$1,557.83
	0-7 years		
	Reg. Staff Nurse*	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	0-7 years		
	<u>Regular Part-time</u> <u>(hourly rates)</u>		
	Reg. Staff Nurse	\$8.37-\$9.68 (\$7.82-\$9.05)	\$8.92-\$10.31

Probationary period is 60 worked tours.

Previous rates reflect a rollback by the Anti-Inflation Board.

*Special Start Rates - Effective October 1, 1978, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Non-Reg. Staff Nurses receive \$1,227 (\$1,101.08) and \$1,308 respectively. Similarly, regular part-time Staff Nurses (Registered) receive \$7.83 per hour and \$8.35 per hour.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85). Effective October 1, 1979, 25¢ (23¢) per hour for part-time nurses.

Paid Holidays: Effective in 1980, the third Monday in February replaces the floating holiday for a total of 11 days (unchanged).

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for a plan equivalent to Blue Cross Basic Dental Plan #7. Payments are based on the 1979 Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Mileage Allowance: 13¢ per kilometre (16¢ per mile).

Responsibility Allowance: \$2.50 (\$2.00) per tour when acting as Head Nurse.

North Bay Civic Hospital - Local 139, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 238 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	Apr. 1/78	Apr. 1/79	Sept. 1/79
General Increases		23¢	27¢	24¢
Aide	\$4.999-\$5.264 (\$4.769-\$5.034)		\$5.269-\$5.534	\$5.509-\$5.774
Maintenance "A"	\$6.956-\$7.196 (\$6.726-\$6.966)		\$7.226-\$7.466	\$7.466-\$7.706

Probationary period is 60 working days. Maximum rates are reached after 2 years.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.55-\$1.55).

Paid Vacation: 5 weeks after 22 (24) years' service.

Health and Welfare: Extended Health Care - Employer pays 75% (50%) of premium cost with \$10/\$20 deductible.

Dental Plan (new) - Employer pays 50% of premium cost for Blue Cross Dental Plan No. 7.

Pay in Lieu of Fringe Benefits - Effective April 1, 1979, 10% of basic pay.

Toronto Western Hospital - Ontario Nurses' Association (Ind). (600 full-time and part-time nurses): A 24-month renewal agreement effective from

October 1, 1978 to September 30, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
Full-time (monthly rates)			
Graduate Nurse* 0-2 years		\$1,301.50-\$1,370.50 (\$1,211.50-\$1,267.50)	\$1,391.50-\$1,473.50
Registered Nurse* 0-7 years		\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years		\$1,415.00-\$1,661.59 (\$1,322.43-\$1,552.89)	\$1,507.57-\$1,770.29
Part-time (hour rates)**			
Registered Nurse 0-7 years		\$62.78-\$72.61 (\$58.62-\$67.85)	\$66.93-\$77.36

*Special Start Rates - Effective October 1, 1978, \$1,273 (\$1,190) per month for R.N.'s with less than 1 year of clinical experience. Effective October 1, 1979, \$1,357. Similarly, graduate nurses receive \$1,214 (\$1,131.50) and \$1,298 respectively.

**Base rates are shown. Effective October 1, 1978, 10% (8%) add-on in lieu of benefits. Effective October 1, 1979, 12%.

AIB Rollback/ Previous Agreement:	Previous rates shown above reflect AIB rollback.
Hours of Work:	7 3/4 hours per shift (unchanged).
Shift Premium:	Effective October 1, 1978, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.
Standby Pay:	No deduction in the \$10 allowance for any hours worked. (\$1.25 per hour worked deducted).
Paid Holidays:	10 designated days plus 1 floating non-premium day (unchanged).
Bereavement Leave:	Brother-in-law and sister-in-law are added for up to 3 days' paid leave.
Health and Welfare:	Dental Plan (new) - Employer pays 50% of cost of premiums for a plan which provides basic, preventative coverage based on the 1979 Ontario Dental Association fee schedule. No co-insurance.

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from March 1, 1979 to February 28, 1981, covering 433 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/79	Nov. 1/79	July 1/80
General Increases		33¢	15¢	24¢
Housekeeping Aide		\$4.93-\$5.08 (\$4.60-\$4.75)	\$5.08-\$5.23	\$5.32-\$5.47
Stationary Engineer		\$6.94-\$7.19 (\$6.61-\$6.86)	\$7.09-\$7.34	\$7.33-\$7.58

Probationary period is 60 calendar days. Maximum rates are reached after one 6-month increase.

Shift Premium: 0-\$1.85-\$1.85 (0-\$1.72-\$1.72) per shift.

Paid Vacation: 3 weeks after 3 (4) years' service.

Health and Welfare: Extended Health Care Plan - Maximum claim for eyeglasses is \$75 (\$60) annually.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

Safety Shoe Allowance (new): Employer pays \$35 toward the cost of CSA approved safety shoes for maintenance employees.

PROVINCIAL ADMINISTRATION

Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (rehabilitation workers, clerks, registered nurses, etc.) (1,600 employees): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	Oct. 1/78	Oct/1/79
Increases		6.5%; \$15/wk minimum	7.5%; \$18/wk minimum
<u>Clerical & Administrative (weekly rates)</u>			
Salary Grade 001 (includes Filing Clerk, 4)		\$167.58-\$189.57 (\$152.58-\$174.57)	\$185.58-\$207.57
Salary Grade 009 (includes Translator Specialist)		\$299.29-\$367.55 (\$281.02-\$345.12)	\$321.74-\$395.12

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Industrial</u> (hourly rates)		
Salary Grade 021 (Sewing Machine Operator)	\$4.51-\$4.84 (\$4.13-\$4.46)	\$4.99-\$5.32
Salary Grade 032 (includes Electrician)	\$7.62-\$8.17 (\$7.24-\$7.79)	\$8.10-\$8.65
In addition to the above salary scales, the agreement includes a Senior Administrative and a Treatment salary scale.		
Hours of Work:	Industrial Salary Scale - Effective October 1, 1979, 37.5 (40) hours per week. Clerical and Administrative Salary Scales - 36 1/4 (unchanged).	
Shift Premium:	Effective October 1, 1979, 0-30¢-30¢ (0-28¢-28¢).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	4 weeks after 8 (10) years' service. 3 weeks after 1 year, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).	
Health and Welfare:	<u>OHIP</u> - 100% (90%) employer-paid. <u>Dental Plan (new)</u> - Employer pays 50% of cost of premiums for a plan with basic, preventative, periodontal, endodontic and surgical coverage. No deductible. Payments are based on the 1979 Ontario Dental Association fee schedule.	
Meal Allowance:	Breakfast \$4 (\$3). Lunch \$6 (\$4.50). Supper \$10 (\$7.50).	
Mileage Allowance:	<u>Oct. 1/1978</u>	<u>Southern Ontario</u>
	0-8,000 kilometres	15¢/km (14¢)
	8,001-24,000	12.5 (12¢)
	24,001 or more	10¢ (unchanged)
	Rates for Northern Ontario .6¢ higher. Effective October 1, 1979 rates increase by 1¢.	
Maternity Leave:	Seniority accumulates (new).	
Technological Change:	3 (2) months' notice.	

LOCAL ADMINISTRATION

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC) (full-time employees): A 24-month agreement as a result of a reopener provision effective from January 1, 1979 to December 31, 1980, covering 285 employees, settled at the bargaining stage.
Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	July 1/79	Jan. 1/80
	Increases	5.7%	5.4% on 1st Class Fire Fighter's salary	7.5% on 1st Class Fire Fighter's salary
	Fire Fighter - 3rd Class	\$15,577 (\$14,737)	\$17,373	\$18,676
	Fire Fighter - 1st Class	\$20,600 (\$19,490)	\$21,716	\$23,345
	Assistant Deputy Chief	\$28,077 (\$26,563)	\$30,402	\$32,683
Paid Vacation:	3 weeks after 4 (5) years' service and 4 weeks after 12 (13) years. Effective January 1, 1980, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 18 (20) years.			
Health and Welfare:	Life Insurance and A.D. & D. - Effective January 1, 1980, coverage increases to 2 (1.5) times salary.			
	Long Term Disability - Effective January 1, 1980, Employer pays 100% (50%) of cost of premiums. Benefits increase to 75% (66 2/3%) of salary.			
	Dental Plan - Payments are based on the current Ontario Dental Association fee schedule.			
Cleaning Allowance:	Effective January 1, 1980, \$110 (\$60) per year for all ranks above 1st Class Fire Fighter and \$90 (new) per year for 1st Class and below.			

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 212 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	6%	4% non-compounded
	<u>Salaried</u>		
	Switchboard Operator	\$9,547-\$11,356 (\$9,007-\$10,713)	\$9,908-\$11,784
	Pumphouse Man	\$13,175-\$15,212 (\$12,429-\$14,351)	\$13,672-\$15,786
	<u>Hourly-Rated</u>		
	Wingman	\$6.41 (\$6.05)	\$6.66
	Licensed Mechanic	\$7.70 (\$7.26)	\$7.99

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).
 Sunday Premium: 40¢ (35¢).
 Paid Vacation: 3 weeks after 4 (5) years' service and 4 weeks after 11 (12) years.

North York City Corporation - Local 752, Fire Fighters (AFL-CIO/CLC) (615 employees): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Nov. 1/79	Jan. 1/80	July 1/80
	Increases to Fire Fighter 1st Class*	7%	2% non-com- pounded	7%	2%
	<u>Annual Rates</u>				
	Fire Fighter 4th Class	\$16,018 (\$14,970)	\$16,317	\$17,459	\$17,809
	Fire Fighter 1st Class	\$21,357 (\$19,960)	\$21,756	\$23,279	\$23,745
	Platoon Chief	\$32,036 (\$29,940)	\$32,634	\$34,919	\$35,618

*Rates for other classifications range from 70% to 150% of the resulting new rates for 1st Class Fire Fighters (unchanged).

Hours of Work: 42 hours per week (unchanged).

Paid Holidays/
Lieu Days: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 13 years, 5 weeks after 21 years and 6 weeks after 25 years (unchanged).

Effective in 1980, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years.

Health and
Welfare: Dental Plan (new) - Employer pays 100% of cost of premiums for basic coverage. Employees pay 100% of cost of premiums for periodontal and endodontic coverage. Payments are based on the 1979 Ontario Dental Association fee schedule. (Previously, employees maintained their own plan.)

Pension Plan: All years of service back to start date of employment will be used in the "best 5 years - final average earnings" plan (previously back to 1966 only).

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC) (1240 employees):
 A 12-month renewal agreement effective from January 1, 1979 to

December 31, 1979, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
	Increases to Fire Fighter 1st Class*	7%	2.4%
<u>Annual Rates</u>			
	Fire Fighter 4th Class	\$15,041-\$16,117 (\$13,987-\$14,996)	\$15,402-\$16,500
	Fire Fighter 1st Class	\$21,487 (\$20,082)	\$22,000
	Fire Platoon Chief	\$33,306 (\$30,978)	\$34,102
	Assistant Deputy Chief (new)	\$35,453	\$36,300

*Rates for other classifications range from 70% (Probationary Period - Fire Fighter 4th Class) to 185% (Assistant Deputy Chief) of the resulting new rates for Fire Fighter 1st Class.

Hours of Work: 42 hours per week (unchanged).

Paid Holidays: 11, plus Remembrance Day if it does not fall on a weekend (unchanged).

Paid Vacation: 3 weeks after 2 (5) years' service, 5 weeks after 18 (19) years and 6 weeks after 24 (25) years. 2 weeks after 1 year and 4 weeks after 10 years (unchanged).

Health and Welfare: Life Insurance - Effective October 1, 1979, \$40,000 (\$30,000) coverage.

Dental Plan - Effective September 1, 1979, employer pays 100% (70%) of cost of premiums for the basic plan. Effective October 1, 1979, endodontic, periodontal, surgical and denture coverage are added. Employer pays 80% of added premiums. Denture coverage is on a 50/50 co-insurance basis.

Prescription Glasses - Effective October 1, 1979, \$60 (\$40) every 2 years.

Cleaning Allowance: \$100 (\$75) per year.

CONSTRUCTION

Pipe Line Contractors Association of Canada - Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/79	May 1/80
	Increases	90¢ for Mainline Pipeline; 55¢ for Distribution employees	90¢ for Mainline Pipeline; 61¢ for Distribution employees
	<u>Mainline Pipeline</u>		
	Pickups, Pilot Car or Truck	\$10.27 (\$ 9.37)	\$11.17
	Lowbed Driver	\$11.77 (\$10.87)	\$12.67
	<u>Distribution Employees</u>		
	Flat Beds	\$9.32 (\$8.77)	\$9.93
	Lowbeds	\$10.05 (\$ 9.50)	\$10.66
	Previous rates reflect a rollback by the Anti-Inflation Board.		
Health and Welfare:	Effective August 1, 1979, employer contributes 70¢ (50¢) per hour.		
Pension Plan:	Effective May 1, 1980, employer contributes 60¢ (45¢) per hour.		
	Board Allowance and Mileage Allowance are the same as reported for the International Operating Engineers agreement on page 506.		

ADDENDUM

DECEMBER 1978 SETTLEMENT

CONSTRUCTION

Labourers Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario and Concrete Floor Contractors Association of Ontario - Ontario Council, Labourers (AFL-CIO/CLC): A 19-month renewal agreement effective from September 18, 1978 to April 30, 1980, covering 20,000 employees settled at the post mediation bargaining stage following work stoppages at Kingston and Cambridge and ratified in December, 1978. Duration of negotiations - 10 months. Previous agreement expired April 30, 1978.

A MASTER PORTION

Effective	Sept. 18/78	May 1/79
<u>Local 247, Kingston</u>		
Labourer-OLRB Area 29	\$9.93 (\$9.24)	\$10.47

	<u>Sept. 18/78</u>	<u>May 1/79</u>
Labourer-OLRB Areas 12 & 30	\$9.68 (\$8.99)	\$10.23
Pension	30¢ (unchanged)	
Board Allowance	\$17 (\$9) per day	
Travel Allowance	20¢ (16¢) per mile or 14¢ per km.	
<u>Ontario Construction Labour Relations Association: Local 491 - Timmins, Local 493 - Sudbury and Local 1036 - Sault Ste. Marie</u>		
Labourer (Sault Ste. Marie)	\$8.37 (\$7.83)	\$8.92
Labourer (Sudbury)	\$8.58 (\$8.00)	\$9.00
Labourer (Timmins)	\$8.45 (\$7.91)	\$9.00
Hours of Work	40 (42.5) per week	
Shift Premium	80¢ (70¢) per hour	
Vacation Pay	10% (8%)	
Health and Welfare	55¢ (40¢)-Sault Ste. Marie; 30¢ (15¢)-Timmins	44¢ (40¢)-Sud- bury and Nipissing
Pension	40¢ (30¢)-Sudbury 30¢ (unchanged)- Timmins 20¢ (unchanged)- Sault Ste. Marie	50¢-Sudbury; 15¢ (10¢)- Nipissing
Board Allowance	\$16.50 (\$15) per day for Sudbury; \$20 per day for Sault Ste. Marie and Timmins	
Travel Allowance	18¢ (15¢) per mile	
Industry Fund	5¢ (new for Sudbury, 4¢ for S.S. Marie and Timmins)	
Training Fund	10¢ (unchanged)	
<u>Local 506, Toronto</u>		
Labourer	\$10.32 (\$9.57)	\$10.76

	<u>Sept. 18/78</u>	<u>May 1/79</u>
Health and Welfare	53¢ (51¢)	
Pension		50¢ (40¢)
Industry Fund	5¢ (unchanged)	
Training Fund	6¢ (new)	8¢
Travel Allowance (Plastering Labourers)	\$11 (\$10) per day-Zone 3 \$20 (\$15) per day-Zone 4	\$12 per day- Zone 3
<u>Local 527, Ottawa</u>		
Labourer	\$8.60 (\$8.24)	\$9.25
Health and Welfare		55¢ (17¢) per hour
Pension	20¢ (unchanged)	
Industry Fund	5¢ (2¢) per hour	
<u>Local 625, Windsor</u>		
Labourer	\$10.30 (\$9.47)	\$10.86
Health and Welfare	15¢ (unchanged)	
Pension	30¢ (unchanged)	
Board Allowance	\$77 (\$70) per week or \$15.40 (\$14) per day	
Meal Allowance	\$3.30 (\$3) after 2 hours of unscheduled overtime	
Transportation Allowance	\$3.85 (\$3.50) per day; \$5.50 (\$5.00) per day and 19¢ (17¢) per mile depending on zones.	
<u>Local 837, Hamilton</u>		
Labourer	\$9.45 (\$8.77)	\$9.95
Health and Welfare	82¢ (67¢)	
Pension	50¢ (unchanged)	
Industry Fund	8¢ (unchanged)	

	<u>Sept. 18/78</u>	<u>May 1/79</u>
Board Allowance	\$66 (\$60)	
Travel Allowance	21¢ (18¢) per mile	
<u>Local 1059, London</u>		
Labourer	\$9.41 (\$8.75)	\$9.95
Health and Welfare	15¢ (unchanged)	
Pension	30¢ (unchanged)	
Industry Fund	5¢ (2¢)	
Board Allowance	\$22 (\$20) per day plus 22¢ (17¢) per mile	
Travel Allowance	22¢ (17¢) per mile	
<u>Local 1089, Sarnia</u>		

All terms and conditions of the previous agreement remained in effect until April 30, 1979.

Labourer	\$10.90 (\$10.85)
Vacation Pay	8% (7%)
Health and Welfare	15¢ (10¢)
Pension	25¢ (20¢)
Dental Plan	15¢ (unchanged)
Administration Fund	9¢ (5¢)
Travel Allowance	\$3.30 (\$3) per day- Zone A; \$5.23 (\$4.75) per day-Zone B; \$15 (\$12) outside Lambton County

B ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

	<u>July 19/78</u>	<u>Sept. 18/78</u>	<u>May 1/79</u>
Labourer	\$9.47 (\$8.88)	\$10.14	\$10.73
Health and Welfare	15¢ (un- changed)		

	<u>July 19/70</u>	<u>Sept. 18/78</u>	<u>May 1/79</u>
Hours of Work (Sault Ste. Marie, only)	42.5 (44) per week		

C WATERPROOFING CONTRACTORS APPENDIX

Effective	<u>Sept. 18/78</u>	<u>Jan. 1/79</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
<u>Local 183, Toronto</u>				
Journeyman	\$10.15 (\$9.70)	\$10.48	\$10.94	\$11.35
Health and Welfare	51¢ (un- changed)	65¢	65¢	65¢
Pension	25¢ (un- changed)			
Industry Fund	5¢ (un- changed)			
<u>Local 506, Toronto</u>				
Journeyman	\$10.14 (\$9.70)	\$10.59	\$10.99	\$11.39
Vacation Pay	10% (unchanged)			
Health and Welfare	53¢ (unchanged)			
Pension	25¢ (unchanged)			30¢
Industry Fund	5¢ (unchanged)			

The following provisions are applicable to all Waterproofing Locals:

Hours of Work:	40 hours per week.
Premium Pay:	50¢ per hour for swing scaffold work, suspended scaffold work and bosun's chair work. Effective May 1, 1979, \$1.00 per hour.
Board and Meal Allowances:	Reasonable allowances paid upon presentation of proper vouchers.
Car Allowance:	20¢ per mile. Effective May 1, 1979, 21¢ per mile.

D CONCRETE FLOOR CONTRACTORS APPENDIX

Effective	<u>Sept. 18/78</u>	<u>Jan. 1/79</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
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Local 183, Toronto

Cement Mason	\$10.15 (\$9.70)	\$10.48	\$10.94	\$11.35
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Health and Welfare	51¢ (unchanged)			
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Pension	25¢ (unchanged)			
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Car Allowance	Effective Nov. 1/78, 21¢ (20¢) per mile.			
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Travel Allowance:	\$3.50 per day in Zones 2 and 3			
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Local 506, Toronto

Cement Mason	\$10.14 (\$9.70)	\$10.59	\$10.99	\$11.39
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Health and Welfare	53¢ (unchanged)			
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Pension	25¢ (unchanged)			
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Car Allowance	Effective Nov. 1/78, 21¢ (20¢) per mile			
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Travel Allowance	\$3.50 per day in Zones 1 and 2			
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Local 837, Niagara and Hamilton

Cement Mason	\$9.95	\$10.15	\$10.53	\$10.80
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Health and Welfare	40¢	65¢	82¢	
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Pension				20¢ (new)
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The following provisions are applicable to all Concrete Floor Locals:

Vacation Pay:	10%
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Industry 5¢ per hour
Fund:

Premium \$1 per hour for swing scaffold work, suspended
Pay: scaffold and bosun's chair work.

The following provisions are applicable to all member Locals of the Master Agreement and its Appendices:

Injury Employee receives his regular pay on the day of
Pay: the injury.

Fire Employer pays up to \$65 for loss of clothing.
Allowance:

MAY 1979 SETTLEMENTS

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation

(Ind): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 274 employees, settled at the bargaining stage in May, 1979. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/79
	Increases	\$500-\$2,000
	Teacher - Category I	\$12,300-\$24,400
	0-12 years	(\$11,700-\$23,000)
	Teacher - Category IV	\$14,700-\$29,400
	0-12 years	(\$13,700-\$27,500)

CONSTRUCTION

Pipe Line Contractors Association of Canada - Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 400 Ontario employees, settled at the bargaining stage and ratified in May, 1979. Duration of negotiations - 2 months.

Wages:	Effective	May 1/79	May 1/80
	General	\$1.00	91¢
	Increases		
	Welder-Journeyman	\$13.20	\$14.11
	(Mainline-Pipeline)	(\$12.20)	

Board Allowance and Mileage Allowance are the same as reported for the International Operating Engineers agreement on page 506.

JUNE 1979 SETTLEMENTS

EDUCATION AND RELATED SERVICES

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens

(Ind): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 277 employees, settled at the bargaining stage and ratified in June, 1979. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/79
	Increase	\$1,020-\$3,270
	Teacher, Category D 0-6 years	\$10,640-\$15,010 (\$9,620-\$13,760)
	Teacher, Category A1 0-10 (11)	\$13,830-\$23,320 (\$12,640-\$21,690)
	Teacher, Category A4 0-12 (13) years	\$16,370-\$28,870 (\$14,540-\$25,600)

Responsibility Allowance: Principal - \$500 (\$400).

Health and Welfare: Life Insurance - \$40,000 (\$30,000) coverage.

Unemployment Insurance Rebate - Employer pays to the teachers five-twelfths of the employer's premium reduction for unemployment insurance benefits received by the Board.

Long Term Disability Plan (new) - Employee pays 100% of the cost of premiums. Employer agrees to pay 50% of the cost of premiums, effective in the 1980-81 contract.

Dental Plan - Employer pays 75% (60%) of the cost of premiums. Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Travel Allowance: 22¢ (20¢) per mile. \$1,100 (\$1,000) per year for full-time co-ordinators.

CONSTRUCTION

Pipe Line Contractors Association of Canada - International Operating Engineers

(AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 670 Ontario employees, settled at the conciliation officer stage and ratified in June, 1979. Duration of negotiations - 3 months.

Wages:	Effective	May 1/79	May 1/80
	Increases	60¢-95¢ for Mainline Pipeline; 90% of Mainline rate for Distribution employees.	60¢-90¢ for Mainline Pipeline; 90% of Mainline rate for Distribution employees.

Mainline Pipeline

Intermediate Operator	\$11.75 (\$10.95)	\$12.55
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Principal Operator	\$12.82 (\$11.87)	\$13.72
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Distribution Employees

Intermediate Operator	\$10.58 (\$10.10)	\$11.30
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Principal Operator	\$11.54 (\$11.00)	\$12.35
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Board Allowance: \$30 (\$25) per calendar day. Effective May 1, 1980, \$35.

Mileage Allowance: 25¢ (20¢) per mile.

JULY 1979 SETTLEMENTS

PRINTING, PUBLISHING AND ALLIED

The Citizen (a division of Southam Inc.) at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC): A 36-month renewal agreement effective from July 21, 1978 to July 20, 1981, covering 250 employees, settled at the post mediator bargaining stage and ratified in July, 1979. Duration of negotiations - 13 months.

Wages:	Effective	July 21/78	July 21/79	July 21/80
General Increases		7.3%	6.5%	7.5%

Weekly Rates:

Office Person	\$183.08 (\$170.62)	\$194.98	\$209.60
Reporter 5 years	\$369.38 (\$344.25)	\$393.39	\$422.89
Assistant City Editor	\$394.19 (\$367.37)	\$419.81	\$451.30

The above rates are minimum only and subject to merit increases.

Call-Back Pay: \$5 (\$4) plus overtime rates for all hours worked.

Paid Vacation: 4 weeks after 9 (10) years' service and 5 weeks after 19 (20) years.

RETAIL TRADE

Loblaws Limited - Local 1000, United Food and Commercial Workers (AFL-CIO/CLC)
(warehouse and advertising employees in Ontario and office
employees at Mississauga): A 24-month renewal agreement
effective from July 15, 1979 to July 14, 1981, covering 400
employees, settled at the bargaining stage and ratified in July,
1979. Duration of negotiations - 4 months.

Wages:	Effective	July 15/79	July 29/79	July 13/80
Increases		75¢ for full-time empls.; 55¢ for part- time empls.		75¢ for full-time empls.; 55¢ for part- time empls.
Additional Adjustments			15¢-20¢ for some classi- fications	20¢ for some classi- fications
<u>Warehouse Divisional Department</u>				
Warehouse Clerk A		\$6.28-\$8.166 (\$5.53-\$7.416)	\$6.48-\$8.366	\$7.43-\$9.316
Receiver-Checker		\$9.096 (\$8.346)		\$9.846
<u>Advertising and Duplication Departments</u>				
Bindery Operator B		\$6.16-\$8.586 (\$5.41-\$7.836)	\$6.36-\$8.786	\$7.31-\$9.736
Photo-Typesetter/ Programmer		\$9.59-\$11.066 (\$8.84-\$10.316)		\$10.34-\$11.81
<u>Office Employees</u>				
Order Clerk		\$5.14-\$6.716 (\$4.39-\$5.966)	\$5.34-\$6.916	\$6.29-\$7.866
Inventory Control Clerk		\$6.14-\$7.876 (\$5.39-\$7.126)	\$6.34-\$8.076	\$7.29-\$9.026
Probationary period is 30 worked days. Maximum rates for Ware- house Clerk A, Bindery Operator B, Photo-Typesetter/Programmer, Order Clerk and Inventory Control Clerk are reached after 1 year				
Cost of Living Allowance:	1¢ per 0.5 increase in the Consumer Price Index - 1961=100. Adjusted quarterly. Capped at 15¢ per hour annually. (Basic formula is unchanged.)			
Shift Premium:	0-40¢-40¢ (0-35¢-35¢).			
Premium Pay:	25¢ (15¢) per hour for ice car unloading.			
Bereavement Leave:	1 day's paid leave upon death of son-in-law or daughter-in-law (new).			

Paid Vacation: 5 weeks after 16 (18) years' service and 7 weeks (new) after 30 years.

Meal Allowance: \$2.50 (\$1.75). For the Advertising Department employees working out of town, breakfast \$2 (\$1.50). lunch \$3 (\$2) and supper \$6 (\$4).

Mileage Allowance: 21¢ (18¢) per mile with a minimum of \$2.50 (new).

CONSTRUCTION

Pipe Line Contractors Association of Canada - Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 800 Ontario employees, settled at the bargaining stage and ratified in July, 1979. Duration of negotiations - 4 months.

Wages:	Effective	May 1/79	May 1/80
	Increases	80¢ for Mainline Pipeline; 50¢ for Distribution employees	90¢ for Mainline Pipeline; 61¢ for Distribution employees
	<u>Mainline Pipeline</u>		
	Rodman	\$9.30 (\$8.50)	\$10.20
	Specialized Labourer	\$10.55 (\$9.75)	\$11.45
	<u>Distribution Employees</u>		
	Rodman	\$8.60 (\$8.10)	\$9.21
	Specialized Labourer	\$9.75 (\$9.25)	\$10.36

Health and Welfare: Employer contributes 30¢ (15¢) per hour.

Pension Plan: Effective May 1, 1980, employer contributes 50¢ (40¢) per hour.

Training Fund (new): Employer contributes 5¢ per hour.

Board Allowance and Mileage Allowance are the same as reported for the International Operating Engineers agreement on page 506.

Negotiations in Progress during August 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag
Armstrong Cork Industries, Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	232	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	300	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Calvert of Canada Ltd., Amherstburg	Auto Workers (CLC)	343	WS
Canada Wire & Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	483	B
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	WS
Canadian Gypsum Co. Ltd., Hagersville	Steelworkers (AFL-CIO/CLC)	235	MED
Canron Ltd., Eastern Structural Div., Toronto	Employees' Assn. (Ind.)	251	ARB
Cara Operations Ltd., Airline Services Div., Mississauga	Hotel Employees (AFL-CIO/CLC)	350	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARE
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	430	ARE
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,425	B
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	715	B
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,040	CO
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	230	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B

*See page 521 for definition of codes.

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	MED
Durham Regional Police	Police Assn. (Ind.)	347	ARB
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	785	B
Extendicare Ltd., Haliburton, Kingston, London, Mississauga, Ottawa, Peterborough, Port Stanley, St. Catharines, Sault Ste. Marie and Sudbury	Service Employees (AFL-CIO/CLC) (part- time empls.)	400	PCB
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	530	CO
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (hourly-rated pro- duction empls.)	16,000	CO
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (CLC) (office and tech- nical empls.)	432	PCB
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	570	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	B
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	326	B
The Globe and Mail (Circulation, Editorial and Maintenance- Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (archi- tecture and town planning)	450	ARB
Grey County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	497	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310	B
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	F
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B(R)
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	MED

**Federal jurisdiction

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag
Halton Regional Municipality	Cdn. Operating Engineers (CCU)	225	ARE
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARE
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.) (production empls.)	500	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	ARI
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	700	ARI
Lakehead Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	235	PC
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	ME
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	ME
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	264	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	298	ARB
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
McGregor Hosiery Mills, Toronto	Cdn. Textile and Chemical Union (CCU)	250	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	220	CO
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	B
Montfort Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	263	ARB
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	PCB
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	925	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,485	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
North York Public Library Board	CUPE (CLC)	300	B

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Northern Telecom Canada Ltd., Bramalea	Auto Workers (CLC) (production empls.)	1,515	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	ARE
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees Union (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,400	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	MEI
Ontario Government	OPSEU (NUPGE) (CLC) (general adminis- tration category)	4,885	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,700	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	PM
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC) (clerical and office empls. of the Construction Field Forces of the Generation Pro- jects Div., and the Lines and Stations Construction Dept. of the Stations, Transmission and Distribution Div.)	282	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARE
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	CO
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCE
Ottawa Civic and other hospitals	CUPE (CLC) (non-medical empls.)	13,000	ARE
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	ARE
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	985	B
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	B
P.P.G. Industries Canada Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	400	B
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARB
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	CO
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	MED
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production empls.)	650	WS
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	200	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	417	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	420	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	305	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical empls.)	700	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	ARB

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	290	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	PO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	AF
St. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	297	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PO
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	AI
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	725	M
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	M
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	PA
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PA
Scarborough General Hospital	OPSEU (NUPGE) (CLC)	220	C
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Montgomery, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	MED
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Windsor Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	462	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Windsor Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
Windsor District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035	B
Windsor General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB
Windsor General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	PCB
AS Communications Services, Toronto	Communications Workers (CLC)	230	PCB
Donk Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	400	B
Ontario Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Ontario East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
Ontario Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,920	B
Ontario Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Ontario Public Library Board	CUPE (CLC)	400	B
Ontario Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	765	CO
University of Toronto	Graduate Assistants Assn. (Ind.)	2,030	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	CO

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	B
University of Waterloo (Plant Operations and Food Services Depts.)	CUPE (CLC)	400	C
University of Windsor	CUPE (CLC) (service, maintenance and cafeteria empls.)	200	ME
University of Windsor	Faculty Assn. (Ind.)	550	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	AR
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PC
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315	B
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/CLC)	360	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,600	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	AR
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	AR
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wentworth County Board of Education	CUPE (CLC)	200	ME
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	WS
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	B

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	825	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	MED/WS
Windsor Western Hospital Centre (I.O.D.E. Unit)	Ont. Nurses' Assn. (Ind.)	228	PCB
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	CO
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	MED
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	975	MED
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	WS
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	16,300	B
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	WS

**Federal jurisdiction

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor, Woodstock, Ont. and St. Laurent and Ste. Therese, Que.	Auto Workers (CLC)	32,000	PCB
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (CUPTTE) (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,545	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,705	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	WS
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.) (general freight, drivers, dockmen, maintenance and mechanics)	6,000	CO
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	20,000	CB
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing, Publishing, Livestock and Construction and Repair Divs.)	2,500	B

**Federal jurisdiction

Negotiations in Progress during August 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1979

Employer and Location	Union	No. of Empls
Canada Wire & Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	483
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,425
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	715
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/ CLC)	230
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL- CIO/CLC) (hourly-rated empls.)	785
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	530
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (hourly- rated production empls.)	16,000
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (CLC) (office and technical empls.)	432
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	570
General Motors of Canada, London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock	Auto Workers (CLC)	25,225
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	326
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323
Hammond Manufacturing Co. Ltd., Guelph and Puslinch	Employees' Assn. (Ind.)	500
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	264
Motor Transport Industrial Relations Bureau of Ontario, province-wide	Teamsters (Ind.) (maintenance empls.)	1,000
Motor Transport Industrial Relations Bureau of Ontario, province-wide	Teamsters (Ind.) (general freight drivers, dockmen and warehouse- men)	5,500
Ontario Government	Ontario Public Service Employees Union (NUPGE) (CLC) (adminis- trative services category)	4,885
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,700
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015
P.P.G. Industries Canada Ltd., Owen Sound	Glass and Ceramic Workers (AFL- CIO/CLC)	400

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1979 (Cont'd)

Employer and Location	Union	No. of Empls.
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	400
Treasury Board of Canada	Public Service Alliance of Canada (CLC) (correctional group, supervisory and non-supervisory empls.)	1,130
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315

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Labour Canada Travail Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
SEPTEMBER 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in September 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in October 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

October 29, 1979

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Highlights

Trucking Industry Settlements. The Motor Transport Industrial Relations Bureau of Ontario (MTIRB) and five Southern Ontario locals of the International Brotherhood of Teamsters concluded in mediation a three-year settlement for the renewal of master agreements, commonly referred to as "Ontario General Freight" and "Ontario General Maintenance". The settlement, averting a potential province-wide strike set for midnight September 30, was ratified by a 70 per cent majority of the Teamsters members. It affected 7,500 city and highway drivers, mechanics and maintenance employees at 21 member companies of the Bureau, including about 1,000 workers of Overland Western and Kingsway Transport. In contrast to the procedure adopted in previous rounds of contract talks, this year the two major companies withdrew from the employer bargaining group before negotiations began because of a disagreement over non-economic matters. The final settlement terms agreed to by Overland and Kingsway, which included restrictions on the use of casual and part-time employees (originally refused by the Bureau), were eventually accepted by the parties as the pattern for the master agreement. The new pact, running through September 30, 1982, provided a three-step general wage increase totalling \$2.05 per hour (or about 25 per cent over three years) for city drivers and dock workers and equivalent increases in mileage rates for highway drivers. Skilled maintenance employees received an additional 25-cent per hour adjustment in the first year. The existing cost-of-living provision was improved to provide monthly adjustments of 10 cents per hour or 0.25 cents per mile for each one per cent rise in the CPI after an initial increase of 5 per cent in any contract year. Other negotiated changes included higher night and overtime premiums, an additional paid holiday in 1980, increased overtime payments for work on a holiday, and a series of benefit and working conditions improvements in the provisions governing paid vacations, meal and tool allowances and employer payments to health and welfare and pension plans. The agreements also specified a uniform pay rate for casuals, part-timers and students and included a new clause limiting the number of part-time employees.

At the ratification time of the new MTIRB master settlement a question arose as to whether its terms applied to about 250 Teamsters' union members with the Mississauga-based McKinlay Transport, operating from 8 terminals in various Southwestern Ontario centres. The company contended that the centrally negotiated contract was in effect since it was signed by all members of the industry's employer bargaining agency. However, the union insisted the McKinlay workers did not ratify the contract due to specific local problems. The contentious issue involved job security, in particular the use of U.S. drivers to deliver loads into Ontario for McKinlay Transport and its U.S. parent Central Transport of Detroit. After the workers went on strike in late October to protest the recent practice, the company brought the dispute before the Canada Labour Relations Board charging bad faith bargaining by the union and requesting the Board to declare the strike illegal. The charges were subsequently dismissed by the CLRB, but further hearings on other complaints lodged by both parties are still pending.

Another jointly negotiated MTIRB settlement, involving 1,750 Teamsters' members employed by 17 member companies of the Eastern Canada Car Carrier Division, was finalized two months earlier with the help of a federal conciliator. The new three-year master agreement, covering Ontario and Quebec, contained a cost-of-living fold-in of 8 cents per hour, a three-step hourly wage increase ranging from \$1.20 to \$1.40 per hour depending on classification, a corresponding increase in mileage rates and other allowances, as well as higher rates for driver trainers, trainees and trade apprentices. The present cost-of-living clause with a .35 adjustment factor was amended to provide future payments on an annual rather than semi-annual basis. In addition to the wage increases, the new agreement provided a number of improvements in fringe benefits and working conditions including two extra paid holidays in the second year. [see pp. 426-428 of the July 1979 issue of this report for details].

Railway Settlements. The 1979 Canadian railways negotiations were finalized in September with the ratification of two settlements, one covering 20,000 shop craft members of Division No. 4, Railway Employees Department (the umbrella organization representing seven craft unions), and the other affecting 2,750 freight handlers represented by the Brotherhood of Railway and Airline Clerks (BRAC) at Canadian Pacific Express.

The shop craft workers, who repair locomotives and railway cars, were the only group among the 90,000 railway employees to reject a national settlement accepted last May by non-operating and running trades unions. The three-year agreement they failed to ratify called for a 28.3 per cent wage increase, supplemented by a triggered cost of living escalator. Subsequently, the dispute was referred to a federal conciliation commissioner, with the craft unions seeking wage levels comparable to those paid for the same skills in outside industries, improved vacation entitlements for senior employees and a two-year, rather than a three-year, contract term. In a report released in August, the commissioner stated he was unable to find any grounds for a better settlement for the shop crafts than that accepted earlier by their fellow rail workers and urged the unions to conduct another vote on the contract they initially turned down. However, he recommended the establishment of an Industrial Inquiry Commission to examine the validity of union demands for a skill differential. After a month-long mail-ballot vote punctuated by wildcat stoppages (mainly in Western Canada), a narrow majority of shop craft unions and members accepted the original contract proposal, although a large number of members in three of the unions - Machinists, Electricians and Boilermakers - voted in favour of strike action. Terms of the new agreement, retroactive to January 1979, included successive annual wage increases of 10, 8 and 8 per cent over the next three years plus a cost of living allowance triggered if the Consumer Price Index increases by more than 8 per cent in the first year, 14.5 per cent in the first two years or 21.3 per cent over the three years. Included in the pact were increased shift premiums, life insurance, weekly indemnity benefits and mileage allowances. Also, company-paid dental and drug plans were introduced at the end of the first and second years of the contract, respectively.

The CP Express employees were not subject to the national railway settlement since they split away from the joint negotiations in the previous round of talks. At that time the union agreed to the separation from the main table contingent on its members receiving exactly the same benefits as other rail workers. When the company was alleged to have not lived up to its commitment at the opening of this year's negotiations, the union tried, without success, to get the Express workers back into the wider-based bargaining group. During the ensuing conciliation and mediation proceedings, the workers rejected a series of management offers, although the parties appeared to be not far apart in their last position on the issue of wages. Faced with contract offers inferior to the national settlement, the workers walked off the job to protest lagging negotiations and to back their demands for parity with Canadian National Express employees who had bargained as an integral part of the railway unit. The seven-week strike, affecting 60 terminals across the country, ended when a memorandum of settlement was signed on August 15. The two year renewal agreement was ratified a month later and included a general wage increase of 9.5 per cent retroactive to January 1, 1979 followed by an 8 per cent raise in the second year, both protected by a COLA clause triggered at 8.5 per cent in 1979 and 14.9 per cent in 1980. The settlement provided basically all the same benefits granted to other rail workers, except for the drug plan which was included in the one-year longer system-wide railway contract.

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Armstrong Cork Industries Ltd., Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	530
Bell Canada, Newfoundland, Quebec, Ontario and Northwest Territories	Communications Workers (CLC) (craft and services empls.)	542
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	530
Bestview Holdings Ltd., Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto	Christian Labour Assn. (Ind.)	560
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	544
Calvert of Canada Ltd., Amherstburg	Auto Workers (CLC)	528
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	537
Cannon Inc., Eastern Structural Div., Rexdale	Employees' Assn. (Ind.)	532
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	544
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	545
Fleet Industries, a div. of Ronyx Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC) (hourly shop operation empls.)	534
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (financial administration group)	561
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	545
Halton Regional Board of Commissioners of Police	Police Assn. (Ind.)	567
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full-time and part-time registered and graduate nurses)	555
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	546
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (inside empls.)	566
London City Corp.	Fire Fighters (AFL-CIO/CLC)	562
Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide	Teamsters (Ind.) (general freight, drivers, dockmen, maintenance empls. and mechanics)	540

Index to Settlements Reported, September 1979 (Cont'd)

Employer and Location	Union	Page
Northern Telecom Ltd., Brampton	Auto Workers (CLC) (production empls.)	535
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC) (clerical office empls. of the Construction Field Forces of the Generation Projects Div. and the Lines and Stations Construction Dept. of the Transmission Systems Div.)	564
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations empls.)	546
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	547
The Railway Assn. of Canada, Cdn. National Railways, Cdn. Pacific Ltd. and other railways, system-wide	Railway Employees Dept. (AFL-CIO/CLC) (shop craft empls.)	538
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Riverdale Hospital, Toronto	CUPE (CLC)	565
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FOOD AND BEVERAGE

Calvert of Canada Ltd. at Amherstburg - Local 2098, Auto Workers (CLC)*: A 48-month first agreement effective from February 1, 1979 to January 31, 1983 covering 290 employees, settled during a work stoppage. Duration of negotiations - 10 months.

*Local 2098 of the Auto Workers replaced Local 73 of the Distillery Workers as the bargaining agent in February, 1979.

Wages:	Effective	<u>Feb. 1/79</u>	<u>May 1/79</u>	<u>Sept. 1/79</u>
General Increases		10%	8¢	3%
Skilled Trades Adjustment		75¢ per hour		
Additional Adjustments		7¢ per hour for Garbage Truck Driver; 10¢ per hour for TWX Operator		
General Help		\$7.49 (\$6.81)	\$7.57	\$7.80
Maintenance Class "A"		\$9.28 (\$7.69)	\$9.36	\$9.64
	Effective	<u>Feb. 1/80</u>	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>
General Increases		8%	6%	4%
Additional Adjustments		5¢ per hour for General Help Class B	5¢ per hour for General Help Class B	5¢ per hour for General Help Class B
General Help		\$8.42	\$8.93	\$9.29
Maintenance Class "A"		\$10.41	\$11.03	\$11.47
Settlement Pay:	20¢ per hour on regular hours paid in 1978 plus 8¢ per hour on regular hours paid between February 1, 1979 and April 30, 1979 for all employees on the seniority list on September 13, 1979.			
Cost of Living Allowance:	1¢ for each 0.3 point change in the Consumer Price Index for Canada - 1971=100, using October 1978 and 1979 as the base index months in the first 2 years and October 1980 thereafter. Capped at 60¢ in 1979 and 1980. Adjusted and paid quarterly. (Previous provision was inoperative.)			
Shift Premium:	0-29¢-40¢ (0-15¢-25¢). Effective February 1, 1982, 0-42¢-57¢.			

Sick Pay: 6 straight hours' pay including the first day of illness (new) for all days lost through sickness or disability prior to eligibility for weekly indemnity payments. The first day is paid only if an employee is off for 8 days in order to obtain at least 1 day of weekly indemnity.

Paid Vacation: Effective in 1980, 3.6 (3.0) weeks after 1 year's service, 4.6 (4.0) weeks after 5 years, 5.6 (5.0) weeks after 15 years, 6.6 (6.0) weeks after 20 years.

Paid Education Leave: Employer pays 1¢ per regular hour worked to a trust fund for employees to attend union courses.

Health and Welfare: Life Insurance - Effective September 13, 1979, \$15,000 (\$7,500) coverage. Effective February 1, 1982, \$22,500.

Life Insurance for Future Retirees - Effective September 13, 1979, \$3,000 (\$2,500) coverage.

A.D. & D. - Effective September 13, 1979, \$10,000 (\$2,500) coverage. Effective February 1, 1982, \$15,500.

Weekly Indemnity - Effective February 1, 1979, \$200 (\$160) per week. Effective February 1, 1980, \$210. Effective February 1, 1981, \$230. Effective February 1, 1982, \$250.

Extended Health Care Services Plan (new) - Effective September 13, 1979, employer pays 100% of cost of premiums for a plan which provides vision care, hearing aids and private hospital room coverage.

Dental Plan - Effective March 1, 1980, employer pays 100% (new) of the cost of premiums for the equivalent of Green Shield Basic Plan plus 1,2,3 and 4. Orthodontic coverage increases to \$650. Payments to be based on the 1979 (1976) Ontario Dental Association fee schedule and thereafter on the current ODA fee schedule.

Pension Plan: Basic Benefit - Effective in 1979, \$11 (unchanged) per month per year of credited service. Effective in 1980 and 1981, \$11.50. Effective in 1982, \$12.50.

Past Retirees - Effective February 1, 1979, benefit increases 50¢ per month per year of service for those who retired under the new pension plan formula prior to December 31, 1978.

Supplementary Benefit - Revised rates are as follows:

Retirement	Schedule "A"	Schedule "B"
1978	\$8.30 (unchanged)	\$10.00 (unchanged)
1979	\$9.60 (unchanged)	\$11.00 (unchanged)
1980	\$10.00 (\$9.60)	\$11.00 (unchanged)
1981	\$10.00 (\$9.60)	\$11.00 (unchanged)
1982	\$11.00 (\$9.60)	\$11.00 (unchanged)

Education Allowance (new): Employer pays apprentices up to 6 straight time hours per week for time spent attending required classes after working hours and 100% for required books and materials for approved courses.

Meal Allowance: \$5 (\$4). Effective February 1, 1982, \$6.

Mileage Allowance: 21¢ per mile to and from classes for apprentices.

TEXTILE

Armstrong Cork Industries Limited at Lindsay - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1979 to July 31, 1981, covering 232 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
	General Increases	9%	8%
	Group A (includes Assistant Utilityman)	\$5.47 (\$5.02)	\$5.91
	Group L (includes Electrician)	\$7.23 (\$6.63)	\$7.80

Wage Reopener: If the Consumer Price Index for Canada - 1971=100, rises more than 8% between May 1979 and May 1980, the contract may automatically be reopened for the purpose of negotiating second year wages only. If the parties cannot agree, the contract will be terminated.

Shift Premium: 0-17¢-20¢ (0-14¢-17¢).

Paid Vacation: Effective January 1, 1980, 3 weeks after 6 (7) years' service and 4 weeks after 14 (15) years. Effective January 1, 1981, 3 weeks after 5 years and 4 weeks after 13 years.

Health and Welfare: Life Insurance for Retirees - Effective September 1, 1979, \$1,500 (\$1,000) coverage. Effective August 1, 1980, \$2,000.

Weekly Indemnity - Benefit increases to \$120 (\$100) per week, payable on a 1-8-26 basis. Effective August 1, 1980, 55% of earnings to a maximum of \$150 per week, payable on a 1-1-4-26 basis.

Safety Shoe Allowance: Employer pays 25% of cost to a maximum of \$20 (new) per pair as required.

PRIMARY METAL

Benn Iron Foundry Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from September 1, 1979 to August 31, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 6/79</u>	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	General Increases	50¢	30¢	30¢

	<u>Sept. 6/79</u>	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Labourer	\$7.11	\$7.41	\$7.71
Light	(\$6.61)		
Maintenance	\$8.14	\$8.44	\$8.74
	(\$7.64)		

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1¢ for each 0.4 point rise in the Consumer Price Index - 1971=100. Adjusted and folded-in quarterly. (Basic formula is unchanged. Previously, annual guarantees.)

Shift Premium: Effective September 24, 1979, 0-19¢-21¢ (0-17¢-19¢).

Overtime Pay: Double time after 12 consecutive hours worked (new).

Paid Holidays: 1 floating day is added between Christmas Day and New Year's Day for a total of 14 days.

Paid Vacation: 4 1/2% (4%) after 1 year's service, 5% (4 1/2%) after 3 years, 6% (5 1/4%) and 3 (2) weeks after 5 years, 7% (6 1/4%) after 7 years, 8% and 4 weeks after 15 (20) years and 9% (8%) after 20 years.

Health and Welfare: Social Services - Effective September 1, 1980, employer pays 100% of premiums for 4 (3) months for employees absent due to sickness or accident. Effective September 1, 1981, 5 months.

Life Insurance - Effective September 1, 1980, \$9,000 (\$8,000) coverage. Effective September 1, 1981, \$10,000.

A.D. & D. - Effective September 1, 1980, \$7,000 (\$6,000) coverage.

Weekly Indemnity Plan - Benefit is 66 2/3% of employees' weekly wage to a maximum of the UIC benefit. (Previously, \$105 per week.) Effective September 1, 1980, maximum claim of 30 (26) weeks.

Semi-Private Hospitalization (new) - Employer pays 100% of cost of premiums.

Extended Health Care Plan - Maximum claim for eyeglasses is \$60 (\$40) per family member once every two years.

Dental Plan (new) - Effective September 1, 1980, employer pays 100% of the cost of premiums for a plan with 80%/20% co-insurance on basic services. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$5 (\$4) per month per year of past and current service. Effective September 1, 1980, \$6.

Safety Pre-
scription Glasses: Employer pays \$25 per pair for replacement of glasses damaged in a job related incident. (Previously, \$20 once every 24 months.)

Safety Shoe Allowance: \$15 (unchanged) per year for employees of the Hot Metal Department and \$10 (new) per year after 12 months' service for all other employees.

Tool Allowance: \$65 (\$40) per year for maintenance employees.

METAL FABRICATING

Canron Inc., Eastern Structural Division at Rexdale - Employees' Association of Canron Inc. (Ind.): A 24-month renewal agreement effective from July 14, 1979 to July 13, 1981, covering 251 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	July 14/79	July 14/80
General Increases		8%	6%
Labourer (Hired after March 1, 1973)		\$6.45 (\$5.97)	\$6.84
Group 1 (includes Certified Electrician)		\$8.70-\$9.04 (\$8.06-\$8.37)	\$9.22-\$9.58

Probationary period is 45 worked days. Maximum rates for Group 1 are reached after 20 months.

Cost of Living Allowance: Effective in September 1980, 1¢ for each 0.5 rise in the Consumer Price Index - 1971=100, above the June, 1980 base. To be adjusted and payable quarterly. (Previous provision was suspended.)

Shift Premium: 0-25¢-30¢ (0-15¢-20¢).

Overtime Pay: Double time after 8 hours of work on Saturday (new).

Paid Holidays: 1 floating day is added for a total of 11 days.

Vacation Pay: 6% (5%) after 5 years' service, 7% (6%) after 8 years, 8% (7%) after 12 years, 9% (8%) after 15 years and 10% (9%) after 20 years.

Paid Vacation: 3 weeks after 5 (8) years' service and 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 coverage. (Previously, \$10,000 and \$7,000 respectively.)

Life Insurance for Retirees - \$5,000 (\$2,500) coverage.

Weekly Indemnity - Maximum benefit increases to \$159 (\$147) per week.

Dental Plan - Employer pays 100% (50%) of cost of premiums for a plan which is extended to cover periodontic, endodontic and surgical services. Payments are based on the 1979 Ontario Dental Association fee schedule.

Meal Allowance: \$2 after 2 hours of overtime. (Previously, paid for unscheduled work only.)

Safety Boot Allowance: Employer pays \$25 (\$20) toward the cost of 1 pair of metatarsal boots and 50% (new) of any increased costs above the current price.

Rockwell International of Canada Limited at Guelph - Local 92, Molders (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 2, 1979 to July 1, 1981, covering 290 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 2/79</u>	<u>July 2/80</u>
	Increases	50¢ - Incentive 60¢ - Non-Incentive	30¢ - Incentive 35¢ - Non-Incentive
	Sub-Assembler	\$5.48-\$5.53 (\$4.88-\$4.93)	\$5.83-\$5.88
	Tool & Die Maker	\$7.69-\$7.74 (\$7.09-\$7.14)	\$8.04-\$8.09

Maximum rates are reached on completion of the 40 day probationary period.

Cost of Living Allowance: 43¢ generated under the previous two agreements continues to float.

1¢ per 0.4 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggered at 6%. Capped at 20¢ in the first year and 40¢ in the second. (Basic formula is unchanged, except 4.5% trigger.)

Shift Premium: 0-23¢-23¢ (0-20¢-20¢). Effective July 2, 1980, 0-25¢-25¢.

Paid Vacation: 4 weeks after 12 (15) years' service, 5 weeks after 21 (25) years with 10% vacation pay and 5 weeks after 30 with 12% (new) vacation pay.

Bereavement Leave: 5 (3) days' paid leave to attend funeral upon death of spouse.

Health and Welfare: Life Insurance - \$8,000 (\$7,000) coverage. Effective July 2, 1980, \$9,000.

Life Insurance for Retirees - \$1,500 (\$1,000) coverage.

Weekly Indemnity - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$170. (Previously, to UIC maximum).

Dental Plan (new) - Effective January 1, 1980, employer pays 100% of premium costs for Blue Cross Plan No. 7 or its equivalent coverage. Payments are based on the 1979 Ontario Dental Association fee schedule.

Pension Plan: \$6.50 (\$5.00) per month per year of service. Effective July 2, 1980, \$7 per month.

Safety Shoe Allowance: \$25 (\$20) annually.

TRANSPORTATION EQUIPMENT

Fleet Industries, a division of Ronyx Corporation Ltd. at Fort Erie - Lodge No. 171, Machinists (AFL-CIO/CLC) (555 hourly shop operation employees): A 24-month renewal agreement effective from October 1, 1979 to September 30, 1981, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/79	Oct. 1/80
	COLA Fold-in	76¢	24¢
	Increases	3%-8%	3%-8% Applied before COLA fold-in
	Job Level 1* (includes Labourer)	\$7.56-\$7.90 (\$6.58-\$6.91)	\$8.03-\$8.38
	Job Level 3* (includes Sheetmetal Worker)	\$7.96-\$8.23 (\$6.97-\$7.19)	\$8.44-\$8.76
	Job Level 5 (includes Machinist)	\$8.82 (\$7.64)	\$9.50
	Job Level 7 (includes Tool & Die Maker)	\$9.32 (\$7.95)	\$10.21

*Rates shown for Job Levels 1 and 3 apply to employees on staff prior to October 1, 1979. New employees entering at Job Levels 1, 2, or 3 will be placed on a new 5-step wage schedule, as follows:

Job Level 1	\$6.87-\$7.90	\$7.08-\$8.14
Job Level 3	\$7.16-\$8.23	\$7.37-\$8.52

Hours of Work: 40 hours per week (unchanged).

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index, triggered at 200 points above the level of 1971=100, payable quarterly. An additional 24¢ will be paid as a float starting October 1, 1979 and folded in October 1, 1980. (Formula unchanged; previous trigger - 170 points. Generated 76¢.)

Shift Premium: 0-30¢-40¢ (0-20¢-30¢).

Paid Holidays: In 1979 only, half day added to existing half day on Christmas Eve for a total of 13 (12 1/2) days. In 1980, half day dropped and Heritage Day added for a total of 13 1/2 days.

Paid Vacation: 5 weeks after 20 (25) years' service and 6 weeks after 27 (30) years. 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 12 years (unchanged).

Health and Wefare: Life Insurance and A.D. & D. - \$20,000 (\$10,000) coverage.

Life Insurance for Spouse (new) - Employer pays 100% of premium costs for a plan providing \$5,000 coverage.

Life Insurance for Dependants (new) - Employer pays 100% of premium costs for a plan providing \$2,500 coverage for each dependent.

Weekly Indemnity - A 1-4-52 plan now fully integrated with U.I.C. Pays \$175 per week with a 15 week U.I.C. "carve-out". (Previously, \$100 per week for 34 weeks.)

Long Term Disability (new) - \$600 per month less any applicable statutory offsets.

Prescription Glasses (new) - Employer pays 100% of premium costs for a plan providing a maximum claim of \$60 every 2 years for employees and each of their dependants.

Dental Plan - Will continue to follow prevailing Ontario Dental Association fee schedule.

ELECTRICAL PRODUCTS

Northern Telecom Ltd. at Brampton - Local 1915, Auto Workers (CLC) (1,000 production employees): A 29-month first agreement effective from September 17, 1979 to February 25, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Employees in this bargaining unit were previously represented by the United Electrical, Radio and Machine Workers of America (UE) and its Local 531.

Wages:	Effective	Apr. 21/79	Apr. 21/80	Apr. 20/81
COLA Fold-in		35¢	35¢	35¢
General Increases		40¢	30¢	25¢
Adjustments/Skilled Trades and Apprentices		20¢	15¢	10¢
Labourer		\$6.53 (\$5.78)	\$7.18	\$7.78
Set-up Man		\$8.05 (\$7.30)	\$8.70	\$9.30
Tradesman "A"		\$9.17 (\$8.22)	\$9.97	\$10.67

Hours of Work: 40 hours per week (unchanged).

Cost of Living Allowance:	<p>\$1.16 allowance generated under the previous agreement. \$1.05 will be folded into rates and the remaining 11¢ plus 12¢ generated since the expiry of the previous contract continues to float.</p> <p>1¢ per 0.34 change in the Consumer Price Index - 1971=100. Calculated quarterly. (Formula unchanged.)</p>
Off-Shift Differential:	<p>0-30¢-30¢ (0-23¢-26¢).</p>
Paid Holidays:	<p>1 additional day is added for a total of 14 days. In the first 2 years of the agreement, the new day will be observed as part of the Christmas shutdown. For the third year, it will be observed as Heritage Day.</p>
Paid Vacation:	<p>In 1979, 4 weeks after 12 (13) years' service and 5 weeks after 21 (22) years. In 1980, 4 weeks after 11 years and 5 weeks after 20 years. In 1981, 4 weeks after 10 years and 5 weeks after 19 years.</p>
Paid Education Leave (new):	<p>Funded by the employer at the rate of 1¢ per compensated hour.</p>
Health and Welfare:	<p>OHIP - In the event the Ontario Government changes to general revenue funding, the utilization and disbursement of monies saved from former premiums paid will be negotiated.</p> <p>Life Insurance - \$9,000 (\$7,000) coverage employer-paid. Optional additional coverage of up to \$30,000 (\$20,000) employee-paid, on an age related basis. Maximum 50¢ per \$1,000.</p> <p>Dental Plan - Coverage for prosthetic services added to basic plan. Effective upon ratification, coverage based on the 1978 (1975) applicable Dental Association fee schedule. Effective July 1, 1980, the 1979 fee schedule.</p> <p>Long Term Disability (new) - For employees with 5 or more years' seniority, benefits are grade related and range from a maximum of \$600 to \$750 per month less any applicable statutory benefits. Employees with service of 3 months to 5 years are entitled to \$200 per month benefit.</p> <p>At age 65, L.T.D. benefits are replaced by normal service related pension benefits, based on all past service including the period while on L.T.D. (Replaces Disability Pension Plan which required 10 years' seniority for eligibility.)</p> <p>Survivor Transition Benefit (new) - Grade related benefits range from \$275 to \$350 per month to a maximum of 60 months. In addition, OHIP premiums are covered. A dependent beneficiary of an employee who died while on the job receives a lump sum payment ranging from \$14,500 to \$18,500. (This plan replaces the previous Death Benefit Plan which provided a lump sum payment equal to the employee's annual salary if he died at home. Company policy provided for double indemnity if the employee died while physically on the job.)</p>

Retirement Transition Benefit - Grade related benefits range from \$10 to \$13 per month per year of service. Duration of payments are service related, ranging from 10 months for 15 years to 44 months for 39 or 40 years of service. Should the retiree die, benefits will be continued to the survivor. (Variations of this Plan were previously effected through Company policy.)

Pension Plan:

Basic Monthly Benefits Per Year of Service - Grade related benefits ranging from \$12 to \$16 (\$9.50 to \$13.50) apply starting January 1, 1980 for all eligible employees retiring in 1979 or after.

Early Retirement Supplement - \$7.50 (\$7) per month per year of service to a maximum of \$225 (\$175). New rates apply starting January 1, 1980 for all eligible employees retiring in 1979 or after.

Joint Survivor Option - Eligible spouse of employee who has elected this option will receive 50% (33%) of the reduced pension. If an active employee, who is eligible by seniority and service, dies without having made this election, a new presumptive clause will invoke the benefits for the spouse.

Tool Allowance:

Total of \$200 (\$150) for apprentices.

Metric Tool Allowance (new):

\$100 in the first year of the agreement for skilled trades employees.

TRANSPORTATION

Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions - Railway Clerks (AFL-CIO/CLC) (2,750 warehousemen, drivers, mechanics, clerks, etc.): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, settled after a work stoppage. Duration of negotiations - 12 months.

Wages:	<u>Effective</u>	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
	General Increases	9.5%	8%
	<u>Weekly Rates</u>		
	Clerical (A-1)	\$180.42 (\$164.77)	\$194.85
	Truck Tractor Repair (J-1)	\$286.56 (\$261.70)	\$309.48
	Mechanic (L-2)	\$319.05 (\$291.37)	\$344.57
	<u>Hourly Rates (Toronto)</u>		
	Warehouseman - Vehicleman (Tractor-Trailer)	\$7.598 (\$6.939)	\$8.205
	Warehouseman Vehicleman	\$7.564 (\$6.908)	\$8.169

Mileage Rated Highway Vehicleman:	In Manitoba, Saskatchewan and Alberta rates are increased by 1¢ per mile effective January 1, 1979 and 1¢ per mile effective January 1, 1980. In British Columbia rates are increased by .5¢ per mile on these dates.
Cost of Living Allowance (new):	1¢ per hour for each 0.3 point increase in the average Consumer Price Index - 1971=100, for each year over the 1978 average. Triggered at 8.5% in 1979 and 14.9% in 1980.
Hours of Work:	40 hours per week (unchanged).
Shift Premium:	Effective October 1, 1979, 0-20¢-25¢ (0-15¢-20¢).
Paid Holidays:	Effective in 1980, 11 (10) days.
Paid Vacation:	Effective January 1, 1980, 4 weeks after 12 (14) years' service and 5 weeks after 22 (24) years. 2 weeks after 1 year and 3 weeks after 4 years (unchanged).
Health and Welfare:	<u>Life Insurance</u> - Effective October 1, 1979, \$10,000 (\$7,000) coverage. <u>Weekly Indemnity</u> - With less than \$120.01 weekly base pay - \$80 or 75% of weekly base pay, whichever is less (unchanged). With weekly base pay of \$120.01 and over - 66 2/3% of base pay to a maximum of \$177 (\$160). Effective January 1, 1980, 66 2/3% of base pay to a maximum benefit equal to 66 2/3% of U.I.C. weekly maximum insurable earnings for the year. U.I.C. benefits will be supplemented to provide a weekly sick benefit equal to the above entitlements. <u>Dental Plan (new)</u> - Effective December 15, 1979, company paid plan will commence, with employer paying a maximum of \$13.92 per month per employee. Details to be negotiated.
Mileage Allowance:	Effective January 1, 1980, 21¢ (18¢) per mile.

The Railway Association of Canada, Canadian National Railways, Canadian Pacific Ltd. and other railways, system-wide - Division No. 4, Railway Employees Department (AFL-CIO/CLC) (20,000 shop craft employees):
A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, settled at the conciliation commissioner stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
General Increases		10%	8%	8%
Helper		\$6.414 (\$5.831)	\$6.927	\$7.481
Machinist		\$7.869 (\$7.154)	\$8.498	\$9.177

Cost of Living Allowance (new): 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1978 as the base. Triggered after an increase of 8% in the average index for 1979, 14.5% for 1980 and 21.3% for 1981. COLA will be paid in a lump sum at the end of each year.

Shift Differential: 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: Effective January 1, 1980, 1 additional holiday is added for a total of 11 days.

Paid Vacation: Effective January 1, 1979, 5 weeks after 22 (24) years' service. Effective January 1, 1980, 4 weeks after 12 (14) years. Effective January 1, 1981, 4 weeks after 11 years and 5 weeks after 21 years. 2 weeks after 1 years and 3 weeks after 4 years (unchanged).

Health and Welfare: Life Insurance - Effective October 1, 1979, \$10,000 (\$7,000) coverage for active employees.

Weekly Indemnity - With less than \$120.01 weekly base pay - \$80 or 75% of weekly base pay, whichever is less (unchanged).

With weekly base pay of \$120.01 and over - 66 2/3% of base pay to a maximum of \$177 (\$160). Effective January 1, 1980, 66 2/3% of base pay to a maximum benefit equal to 66 2/3% of U.I.C. weekly maximum insurable earnings for the year.

U.I.C. benefits will be supplemented to provide a weekly sick benefit equal to the above entitlements.

Drug Plan (new) - Effective December 31, 1980, company paid drug plan will commence, with employer paying a maximum of \$1.74 per month per employee.

Dental Plan (new) - Effective December 15, 1979, company paid plan will commence, with employer paying a maximum of \$13.92 per month per employee. Details to be negotiated.

Mileage Allowance: Effective October 1, 1979 21¢ (18¢) per mile. Effective January 1, 1981, 24¢ per mile.

Railways Involved

Canadian Pacific Limited
Canadian National Railways
Dominion Atlantic Railway Company
Northern Alberta Railways Company
Ontario Northland Railway
Quebec Central Railway Company
Toronto, Hamilton and Buffalo Railway Company
Esquimalt and Nanaimo Railway
Toronto Terminals Railway Company
Via Rail Canada, Inc.

Unions Involved

Brotherhood of Railway Carmen of United States and Canada
 International Association of Machinists and Aerospace Workers
 International Brotherhood of Boilermakers, Iron Ship Builders,
 Blacksmiths, Forgers and Helpers
 International Brotherhood of Electrical Workers
 International Moulders' and Allied Workers' Union
 United Association of Journeymen and Apprentices of the Plumbing
 and Pipefitting Industry of the United States and Canada
 Sheet Metal Workers' International Association

Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.) (general freight, drivers, dockmen, maintenance employees and mechanics): The settlement involves the renewal of two master agreements covering 19 member companies of the Bureau plus two individual renewal agreements with Kingsway Transports Limited and Overland Western Limited, who withdrew from the employer bargaining group before negotiations began. The 36-month agreements covering a total of 7,500 employees are effective from October 1, 1979 to September 30, 1982 and were settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/79	Oct. 1/80	Oct. 1/81
General Increases		70¢	60¢	75¢
Adjustment/Skilled Classifications 1 & 2		25¢		

Maintenance Agreement

Unskilled Classification - 2	\$9.16-\$9.19 (\$8.46-\$8.49)	\$9.76-\$9.79	\$10.51-\$10.54
Skilled Classification - 1	\$10.11-\$10.21 (\$9.16-\$9.26)	\$10.71-\$10.81	\$11.46-\$11.56

Freight Agreement

Hourly Rates

Dockman	\$8.89-\$8.94 (\$8.19-\$8.24)	\$9.49-\$9.54	\$10.24-\$10.29
Driver	\$8.99-\$9.04 (\$8.29-\$8.34)	\$9.59-\$9.64	\$10.34-\$10.39

Mileage Rates - Drivers on highway operations:

Effective October 1, 1979, 21.54¢-21.94¢ (20.24¢-20.64¢) per mile, depending on number of axles. Effective October 1, 1980, 22.74¢-23.14¢. Effective October 1, 1981, 24.04¢-24.44¢. (Additional premiums for double and triple hook-ups have not changed.)

Casual, Part-time and Student Rate - \$8.50 per hour. (Previously, no rate specified in agreement.)

Hours of Work:	40 hours per week (unchanged).
Cost of Living Allowance:	Triggers in any contract year in which the Consumer Price Index - 1971=100 has increased by 5%. For the remainder of the year, 10¢ per hour or 0.25¢ per mile for each further 1% increase, calculated and paid monthly. (Previously, 8¢ per hour and 0.2¢ per mile, calculated and paid annually. Same trigger.)
Night Premiums:	Freight Agreement - 10¢ per hour (unchanged) for all hours between 7 p.m. and 3 a.m. Maintenance Agreement - 50¢ (25¢) per hour for all hours between 9 p.m. and 6 a.m.
Driver's Over-time Premium:	Effective October 1, 1979, \$5.04 (\$4.84) per hour. Effective October 1, 1980, \$5.34. Effective October 1, 1981, \$5.68. Applies to drivers on combination of mileage and hourly rates.
Paid Holidays:	Effective October 1, 1980, 1 floating holiday is added for a total of 12 days.
Pay for Work on a Holiday:	Appropriate overtime rate of pay (time and one-half).
Paid Vacation:	5 weeks after 18 (20) years' service and 6 weeks (new) after 25 years. 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged).
Health and Welfare:	<u>Employer Contribution - \$82 (\$72) per month per employee.</u> <u>Effective October 1, 1980, \$92. Effective October 1, 1981, \$102.</u> OHIP - If discontinued by Provincial Government, the employer's premium contributions will be diverted to the appropriate Local Union Health and Welfare Plan (new).
Pension Plan:	<u>Employer Contribution - \$135 (\$110) per month per employee.</u> <u>Effective October 1, 1980, \$160. Effective October 1, 1981, \$185.</u>
Meal Allowance:	Freight Agreement - \$8 (\$6) for drivers per lay-over when required to sleep away from home. On a holiday or a Sunday, \$10 (\$8.50). Maintenance Agreement - \$5 (\$3).
Prescription Safety Glasses:	Maintenance Agreement - Employer pays \$50 (\$40) towards the cost.
Tool Allowance:	Maintenance Agreement - \$4 (\$2) per week, paid twice annually.
Limitation on Part-time Employees (new):	Effective October 1, 1979, if total hours worked by part-time employees in any calendar week exceed 15% of the product of 40 hours times the number of regular employees on the dock department seniority list, the employer will hire an additional employee. Effective October 1, 1980, 10%.

COMMUNICATION

Bell Canada, Newfoundland, Quebec, Ontario and Northwest Territories - Communications Workers (CLC) (15,805 craft and services employees): A 27-month renewal agreement effective from September 10, 1979 to November 30, 1981, settled during a work stoppage. Duration of negotiations - 12 months.

Wages:

Effective	<u>Sept. 10/79</u>	<u>Dec. 1/79</u>	<u>Dec. 1/80</u>
General Increases	10.5%* plus \$10/week	10%	9%

Adjustments to
some classifications

Weekly Rates - Zone "A", Montreal and Toronto

Wage Schedule 6 (includes Elevator Despatcher)	\$159.35-\$204.35	\$175.30-\$224.80	\$191.10-\$245.05
Wage Schedule 5 (includes Painter)	\$189.00-\$323.20	\$207.90-\$355.50	\$226.60-\$387.50
Wage Schedule 1 (includes Craft Technician)	\$209.75-\$385.10	\$230.75-\$423.60	\$251.50-\$461.70

*Retroactive to December 1, 1978 for all hours worked.

Zoning
Differentials: To be reduced effective April 15, 1980 and eliminated effective November 1, 1981.

Cost of Living
Allowance (new): Effective September 1, 1981, using the June 1981 Consumer Price Index over the June 1980 CPI, any increase in excess of 8% will be folded into rates.

Hours of Work: 39 hours per week (unchanged).

Overtime: Double time after 4 (8) hours. Compulsory overtime 8 hours per week, maximum 16 (32) hours per 4-week period.

Differential for Work in Off-Normal Periods:	<u>Hours Worked in the Off-Normal Period</u>	<u>Differential</u>
	Less than 2	\$.90 (\$.75)
	2 but less than 4	\$1.65 (\$1.50)
	4 but less than 6	\$2.15 (\$2.00)
	6 and over	\$2.90 (\$2.75)

Paid Holidays: Effective in 1980, 12 (11) days.

Paid Vacation:

Weeks of Vacation

<u>Years of Net Credited Service</u>	If granted in the months of:	
	<u>Jan. through May Oct. through Dec.</u>	<u>June through Sept.</u>
1	2	2
3	3	2
6	3*	-
15	4*	3
20	4**	-
25	5**	4

*Up to 2 weeks may be granted in the period June through September.

**Up to 3 weeks may be granted in the period June through September.

Commencing with the 1980 Vacation Year

<u>Years of Net Credited. Service</u>	<u>Basic Option</u>	<u>Premium Option</u>
1 - 2	2 (2)	-
3 - 5	2 (2)	3 (0)
6 - 8	3 (2)	-
9 - 14	3 (2)	4 (0)
15 - 19	3 (3)	4 (2)
20 - 24	4 (3)	5 (0)
25 - 29	4 (4)	5 (3)
30 and over	5 (4)	6 (0)

() indicates maximum weeks allowed June through September inclusive.

NOTE: It shall be the employee's choice to opt for either the basic option or the premium option.

Bereavement
Leave:

5 (3) days for spouse, son or daughter and 1 day (new) for grandparents.

Maternity
Leave:

Seniority accumulates (new).

Health and
Welfare:

Sick Leave - For continuous absence prior to the eighth full calendar day, an employee with 6 months to 4 years' service loses 1 day's pay; with over 4 years' service he receives full pay. (Previously, over 5 years' service required for full pay.)

Meal Allowance:

When travelling on Company business - effective September 10, 1979, \$18 per day or \$4.10 for breakfast, \$4.60 for lunch and \$9.30 for dinner (previously, unspecified).

Effective October 1, 1980, \$20, \$4.65, \$5.20 and \$10.15, respectively.

Northern Allowance:	In localities north of the 55th parallel of latitude - Single or Family Plan, \$115 (\$100) per week; Local Plan \$50 (\$45) per week. South of the 55th parallel, \$100 and \$40 per week (\$85 and \$35).
Safety Footwear Allowance:	Maximum \$25 per year for safety shoes, \$50 for safety boots, \$10 for overshoes. (Previously, 50% of total cost to a maximum of \$25).
Inclement Weather:	An employee who is late because of disruption to public transportation will be paid for the half tour of duty in which he reports (new).

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 417 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Increase	7.2%
	Teacher - Category 1 0-10 years	\$13,707-\$23,373 (\$12,785-\$21,801)
	Teacher - Category 4 0-11 years	\$16,291-\$29,630 (\$15,195-\$27,637)
Responsibility Allowances:	Curriculum Co-ordinators	\$3,230 (\$3,100)
	Directors and/or Major Heads	\$2,500 (\$2,400)
	Assistant Heads	\$1,250 (\$1,200)
	Minor Heads	\$1,810 (\$1,737)
Paid Leave:	Up to 3 days (new) for employees unable to arrive at work due to inclement weather.	
Health and Welfare:	<u>Extended Health Care Plan</u> - Employer pays 90% (80%) of cost of premiums.	
	<u>Dental Plan (new)</u> - Effective January 1, 1980, Blue Cross Dental Plan Number 9 to be implemented based upon sufficient enrolment. Employer to pay 90% of the cost of premiums. Payments to be based on the 1979 Ontario Dental Association fee schedule.	

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Increase	\$682-\$2,000
	Teacher - Category D 0-8 years	\$10,182-\$16,416 (\$9,500-\$15,312)

Sept. 1/79

Teacher - Category A1 0-12 years	\$12,493-\$24,500 (\$11,700-\$23,000)
Teacher - Category A4 0-12 years	\$14,513-\$29,500 (\$13,700-\$27,500)

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 490 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	7.5%
	Teacher - Category D 0-4 years	\$11,880-\$15,590 (\$11,050-\$14,500)
	Teacher - Category A1 0-10 years	\$14,890-\$24,510 (\$13,850-\$22,800)
	Teacher - Category A4 0-10 years	\$17,410-\$30,100 (\$16,200-\$28,000)

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,275 employees): An agreement, resulting from a reopener clause, covering wages and allowances for the last 12 months of a 2-year agreement ending August 31, 1980, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>
	<u>Annual Rates</u>	
	Teacher - Category D 0-5 years	\$10,411-\$14,956 (\$9,273-\$13,818)
	Teacher - Category A1 0-9 years	\$14,677-\$23,769 (\$13,301-\$22,393)
	Teacher - Category A4 0-12 years	\$17,876-\$29,999 (\$16,331-\$28,454)

Principals - Salaries vary according to years of experience, type of school and number of pupils. Overall range: \$30,618-\$36,228 (\$29,073-\$34,683)

Vice-Principals - Minimum of grid plus an allowance of \$3,494 (unchanged) or \$28,000 (\$22,673), whichever is greater. Annual increments of \$750 (\$1,122). Maximum salary - \$30,250 (\$28,510).

Co-ordinator - \$34,040-\$37,744 (\$32,495-\$36,199). Maximum reached in 4 years.

Assistant Co-ordinator - \$31,655-\$34,433 (\$30,110-\$32,888). Maximum reached in 3 years.

Responsibility Consultant - \$3,000 (\$2,600).
Allowance:

Kent County Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(500 employees): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, settled by arbitration. Duration of negotiations - 21 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher - Category 1	\$13,170-\$21,720
	0-10 years	(\$12,800-\$20,800)
	Teacher - Category 4	\$15,700-\$27,500
	0-11 years	(\$15,060-\$25,950)
	Principal	\$35,600-\$38,000
	0-2 years	(\$33,800-\$36,000)
	Vice-Principal	\$30,800-\$33,100
	0-2 years	(\$29,150-\$31,350)

Responsibility Major Department Head - \$2,200 (\$2,100).
Allowance:

Education Fund Level to equal \$130 times number of employees. (Previously, Improvement a flat amount of \$65,000 per year.)
Leave Fund:

Ottawa Roman Catholic Separate School Board - Local 272, Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations employees): A 15 1/2-month renewal agreement effective from May 16, 1979 to August 31, 1980, covering 221 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	General Increases	5.2%	\$200
	<u>Maintenance</u>		
	Category 1	\$11,519	\$11,719
	(Labourer)	(\$10,950)	
	Category 7	\$16,534	\$16,734
	(includes	(\$15,717)	
	Electrician)		

	<u>Sept. 1/79</u>	<u>Feb.1/80</u>
<u>Caretaking Staff</u>		
Caretaker 1	\$10,764-\$12,198 (\$10,232-\$11,595)	\$10,964-\$12,398
Caretaker 3	\$15,428 (\$14,666)	\$15,628

Probationary period is 60 working days. Maximum rate for Caretaker 1 is reached after 1 year.

Settlement Pay:	\$200 lump sum payment in lieu of retroactivity to May 16, 1979.
Health and Welfare:	OHIP - \$15 per month in lieu of OHIP contributions for Quebec residents (new).
Responsibility Allowance:	\$568 (\$540) per annum to any employee regularly in charge of 3 or more employees.

Peterborough County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	General	6%	2.1%
	Increases		non-compounded
	Teacher - Category 1 0-12 years	\$13,568-\$23,426 (\$12,800-\$22,100)	\$13,837-\$23,890
	Teacher - Category 4 0-12 years	\$15,794-\$29,415 (\$14,900-\$27,750)	\$16,107-\$30,000

Health and Welfare: Employer pays 80% (75%) of premium costs for life insurance, OHIP, major medical, and semi-private hospitalization. Employer pays 75% of premium cost for dental plan (unchanged).

Job Protection: Option of 1 year sabbatical in 5 with 4 years' salary maintained over 5 years (new).

Early Retirement Incentive (new): For teachers at the maximum salary with 10 or more years' service and age 55 or older, who are declared redundant or agree to an early retirement, \$5,000 for each full year until 65 or until eligible for a 70% pension, whichever occurs sooner, to a maximum of 4 years. Payments to be made on January 1 of each year commencing with the year following the year of separation, until the amount is paid. The final payment shall be adjusted accordingly, where the total sum payable is less than \$20,000.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (750 full-time operations and maintenance employees): A 12-month renewal agreement effective from January 1,

1979 to December 31, 1979, settled with mediation assistance.
Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/79	July 1/79*
	Increases	32¢-70¢	3¢-50¢
	Matron	\$5.28-\$5.71 (\$4.96-\$5.36)	\$5.55-\$5.98
	Caretaker	\$6.39-\$6.83 (\$6.00-\$6.41)	\$6.48-\$6.92
	Bus Driver	\$6.47-\$7.36 (\$6.07-\$6.91)	\$6.97-\$7.47
	Plumber	\$11.35 (\$10.65)	

*Increases on this date do not apply to the Chief Caretaker Group or to skilled trades.

Hours of Work:	40 hours per week (unchanged).
Shift Premium:	Effective June 18, 1979, 0-28¢-31¢ (0-25¢-25¢).
Lead Hand Premium:	30¢ (25¢) per hour.
Sunday Work:	Double time (time and one-half) except for regularly scheduled work.
Call-back:	Double time (time and one-half) on a Sunday or holiday, with a minimum of 3 hours pay.
Paid Holidays:	10 days (unchanged) plus Remembrance Day if given as a school holiday.
Paid Vacation:	5 weeks after 18 (19) years' service. 3 weeks after 1 year, 4 weeks after 10 years and 6 weeks after 30 years (unchanged).
Mileage Allowance:	18.5¢ or 23¢ per mile, depending on classification, for miles driven outside of Metropolitan Toronto and 24¢ or 29¢ per mile, for miles driven within Metro. (18.5¢ or 23¢ per mile, for all miles driven.)
Safety Footwear Allowance (new):	\$25 per year.
Uniform Allowance:	Matrons - \$50 (\$43) per year. Bus Drivers -\$155 for the first year (unchanged) and \$110 (\$95) for each subsequent year.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees):
A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 350 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
	Increases	23¢-29¢	3¢-29¢
	Student	\$3.75-\$3.96 (\$3.52-\$3.72)	\$3.79-\$4.00
	Cleaner	\$3.96-\$4.43 (\$3.72-\$4.16)	\$3.99-\$4.46
	Matron	\$4.77-\$5.33 (\$4.48-\$5.00)	\$5.06-\$5.62

Probationary period is 600 working hours. Maximum rates are reached after 1 year.

Sunday Premium: Double time if not for a regularly scheduled function (new).

Paid Vacation: 5 weeks after 18 (19) years' service.

Uniform Allowance: \$50 (\$43) annually for Matrons.

Waterloo County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,700 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	COLA Fold-in	August 31, 1978 rates increased 8.4% in accordance with the provision of the previous agreement.	
	General Increase		5%
	<u>Annual Rates</u>		
	Teacher - Category D 0-6 years	\$11,527-\$15,614 (\$10,634-\$14,404)	\$12,103-\$16,395
	Teacher - Category A1 0-10 years	\$14,109-\$24,380 (\$13,016-\$22,491)	\$14,814-\$25,599
	Teacher - Category A4 0-10 years	\$17,387-\$30,838 (\$16,040-\$28,448)	\$18,256-\$32,380
	<u>Principals</u> 0-4 (5) years		
	1 to 6.9 teachers	\$29,487*-\$33,706 (\$26,229-\$31,092)	\$30,961-\$35,391

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
7 to 15.9 teachers	\$30,573*-\$35,846 (\$26,988-\$33,067)	\$32,102-\$37,638
16 or more teachers	\$31,727*-\$37,918 (\$27,840-\$34,978)	\$33,313-\$39,814
Vice Principal 0-4 (5) years	\$29,487*-\$33,706 (\$26,229-\$31,092)	\$30,961-\$35,391

*Minimum rates adjusted above 8.4% to facilitate the compression of years to maximum.

Co-ordinator 0-4 years	\$34,045-\$37,918 (\$31,407-\$34,978)	\$35,747-\$39,814
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Lump Sum Payments: Effective December 12, 1980, \$150. Effective March 6, 1981, \$330.

Cost of Living Provision: Discontinued.

Responsibility Allowances:	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
<u>Consultants</u>		
Appointed before September 1, 1975	\$2,932-\$3,160 (\$1,995-\$3,160)	\$3,160
Appointed on or after September 1, 1975	\$2,932 (\$1,995)	\$3,160
<u>Senior Consultants</u>		
Appointed before September 1, 1975	\$3,920-\$4,160 (\$3,616-\$4,160)	\$4,160
Appointed on or after September 1, 1975	\$3,920 (\$3,616)	\$4,160

Wentworth County Board of Education - Local 1572, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>	<u>Jan. 1/80</u>
Effective			
General Increases	38¢	12¢	45¢
Housekeeper	\$4.13-\$4.97 (\$3.75-\$4.59)	\$4.25-\$5.09	\$4.70-\$5.54
Maintenance Man	\$7.34 (\$6.96)	\$7.46	\$7.91

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 3 months. Maximum rate for Housekeeper is reached after 1 year.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Sunday Premium: 20¢ (15¢) per hour.

Paid Vacation: 3 weeks after 4 (5) years' service and 4 weeks after 12 (15) years.

Health and Welfare: Dental Plan (new) - Employer pays 66 2/3% of premium cost for preventative dental plan.

Wentworth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (560 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80
General Increases		4.75%	3%
<u>Teachers</u>			
Level 1 0-6 years		\$9,798-\$14,657 (\$9,354-\$13,992)	\$10,092-\$15,097
Level 4 0-5 years		\$13,713-\$23,262 (\$13,091-\$22,207)	\$14,124-\$23,960
Level 7 0-13 years		\$16,551-\$30,587 (\$15,800-\$29,200)	\$17,048-\$31,505
<u>Principals</u>			
1 - 8 1/2 rooms 0-6 years		\$28,891-\$33,332 (\$27,581-\$31,821)	\$29,758-\$34,332
9 - 17 1/2 rooms 0-7 years		\$29,446-\$34,443 (\$28,111-\$32,881)	\$30,329-\$35,476
18+ rooms 0-8 years		\$30,112-\$36,108 (\$28,747-\$34,471)	\$31,015-\$37,191
Teacher Funded Leave Plan (new)	Percentage of salary will be held back in the years preceding the leave and placed in trust.		
	Board will continue to pay 100% of the premiums for OHIP, Extended Health Plan, Group Insurance and 50% of the premium for the Dental Plan.		

Superannuation deductions will continue and upon return from leave the teacher will have the option of contributing the difference between the amount deducted and the amount that would have been deducted had he been on staff drawing full salary.

On return, the teacher will be assigned to the same or comparable position and will be eligible for any increase in salary or benefits that would have been received had the leave not been taken.

Leave will be treated as teaching for seniority purposes.

Job Sharing
Plan (new):

Two teachers can share the same position on a half time basis.

University of Guelph - Staff Association (Ind.) (833 office, clerical, laboratory, technical and agricultural employees): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:

Effective

July 1/79

General Increases

5.6% + \$170
per year

Weekly Rates

Receptionist Typist

\$143.66-\$185.65
(\$132.95-\$172.72)

Draftsman/Woman

\$201.09-\$289.21
(\$187.34-\$270.79)

Technical Staff
Level 6

\$330.23-\$466.18
(\$309.63-\$438.37)

Hours of Work:

35 hours per week.

Shift Premium:

0-20¢-30¢ (0-17¢-25¢).

Weekend
Premiums:

Sunday 55¢ (50¢) per hour; Saturday 25¢ per hour (unchanged).

Merit Pay:

Fund equals 1% (1.5%) of gross salaries of the bargaining unit.

Paid Holidays:

December 27, 1979, is added for a total of 13 (12) days. The half day before New Year's Day is replaced by the full day before Christmas Day (previously a half day).

Paid Vacation:

3 weeks plus 1 day after 5 years' service, 3 weeks plus 2 days after 7 years, 3 weeks plus 3 days after 8 years, 3 weeks plus 4 days after 9 years, and 4 weeks plus 2 days after 18 years (all new).

3 weeks after 1 year for employees hired before June 30, 1978, 2 weeks after 1 year and 3 weeks after 3 for employees hired thereafter, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged).

Sick Leave: Effective January 1, 1980, accumulates as follows:

Less than 3 months of employment	- 3 days (unchanged)
More than 3 months	- 10 days (unchanged)
More than 12 months	- 24 days (36)
More than 24 months	- 36 days (48)
More than 36 months	- 48 days (60)
More than 48 months	- 60 days (new)

Retention of Seniority: Up to 24 (12) months during absence due to disability.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
Increase		8.2%	Wage reopener
Food Service Assistant		\$4.65 (\$4.30)	
Custodian I		\$5.97 (\$5.52)	
Baker		\$6.45 (\$5.96)	
Electrician		\$8.17 (\$7.55)	

Previous rates are the result of a wage reopener.

Paid Holidays: 1 additional day is added for a total of 13.

University of Windsor - Local 1001, Canadian Union of Public Employees (CLC) (service, maintenance and cafeteria employees): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
General Increases		6%	6%
General Cafeteria Help		\$5.70 (\$5.38)	\$6.04

	<u>July 1/79</u>	<u>July 1/80</u>
Plumber	\$11.41 (\$10.76)	\$12.09
Cost of Living Provision:	Suspended.	
Mandatory Retirement (new):	Mandatory retirement at age 65 with a provision for postponement on a year to year basis for a maximum of 2 years.	

York University at Toronto - Staff Association (CCU) (975 secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled with mediational assistance. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>Sept. 1/79</u>
	Increase*	8.5% or \$875 per year, whichever is greater
	<u>Annual Rates</u>	
	Grade 2	\$9,528-\$9,925
	File Clerk	(\$8,850-\$9,050)
	Programmer Analyst II (Working level position)	\$16,155-\$17,503 (\$14,889-\$16,132)
	Engineering Technician IV	\$20,678-\$21,539 (\$19,060-\$19,852)

*All entry rates except the Operator and Programmer Analyst series, standardized at .96 of job rates. Some entry rates therefore received less than the above increase. Applies to new employees.

Hours of Work:	Some continuous operations - 40 hours per week; all others - 35 hours per week. During July and August, 1 hour less on Fridays (All unchanged.)
Shift Premium:	0-30¢-30¢ (0-25¢-25¢).
Call-in Pay:	Double time (time and one-half) if on a holiday, or a Saturday or Sunday of a holiday weekend.
Health and Welfare:	<u>OHIP</u> - Employer pays 85% (75%) of cost of premiums. <u>Dental Plan</u> - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.
Meal Allowance:	\$3.50 (\$3).

HEALTH AND WELFARE SERVICES

Hotel Dieu Hospital at St. Catharines - Ontario Nurses' Association (Ind.) (full-time and part-time registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Eligible Graduate Nurse* 0-7 years	\$1,319.05-\$1,532.05 (\$1,229.05-\$1,429.05)	\$1,409.05-\$1,635.05
	Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	<u>Regular Part-time</u> (hour rates)		
	Registered Nurse	\$62.77-\$72.60 (\$58.62-\$67.85)	\$66.92-\$77.35

Previous rates reflect a rollback by the Anti-Inflation Board.

*Special Start Rates - Effective October 1, 1978, Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,227 (\$1,149.05) per month. Effective October 1, 1979, \$1,308.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective in 1979, 1 floating day is added for a total of 11 days (unchanged). Effective in 1980, the second Monday in February replaces this floating day.

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross Dental Plan No. 7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule as updated during the life of the agreement.

Part-time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1978, 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Religious Hospitallers of Hotel Dieu of St. Joseph of the Diocese of London at Windsor - Local 79, Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7%

Full-time
(monthly rates)

Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
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Assistant Head Nurse 0-7 years	\$1,403-\$1,622 (\$1,311-\$1,516)	\$1,501-\$1,736
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Part-time Nurses
(tour rates)

Registered Nurse (0-1400 tours)	\$62.72-\$72.60** (\$58.62-\$67.85)	\$67.11-\$77.68**
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*Special Start Rates - R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,193 (\$1,115) per month. Effective October 1, 1979, \$1,273.

**Exclusive of add-on in lieu of fringe benefits. Effective October 1, 1979, 12% (11%) add-on.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective in 1980, the second Monday in February replaces the floating holiday for a total of 11 days (unchanged).

Paid Vacation: For part-time employees with more than 3 years' service and 600 tours, 4 weeks at 8% providing more than 100 tours worked during qualifying year. (new).

Bereavement Leave: 1 day's paid leave to attend funeral upon death of sister-in-law and brother-in-law. (new).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.

Royal Victoria Hospital of Barrie Inc. - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980 covering 250 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 6.3%	approx. 6.5%

Full-time
(monthly rates)

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,279-\$1,479)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,406-\$1,641 (\$1,322.69-\$1,528.94)	\$1,499-\$1,747
<u>Part-time</u> (tour-rates)		
Registered Nurse 0-1400 tours	\$69.04-\$79.84** (\$63.75-\$73.72)	\$74.95-\$86.63**

*Special Start Rates - Effective October 1, 1978, R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,186) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses receive \$1,227 (\$1,143) per month. Effective October 1, 1979, \$1,308.

**Rates include pay in lieu of fringe benefits.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	The third Monday in February replaces the employees' birthday for a total of 11 days (unchanged).
Bereavement Leave:	1 day's paid leave to attend funeral upon death of sister-in-law and brother-in-law (new).
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - 10% (8%) of basic pay. Effective October 1, 1979, 12%.
Responsibility Allowance:	Allowance is paid immediately on assuming higher position. (Previously, paid after completion of 3 full tours.)

St. Joseph's Hospital at Hamilton - Ontario Nurses' Association (Ind.) (part-time and full-time registered and graduate nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 620 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	<u>Effective</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Full-time</u> (monthly rates)		
Graduate Nurse* 0-7 years	\$1,313.20-\$1,496.95 (\$1,223.20-\$1,393.95)	\$1,403.20-\$1,599.95
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
<u>Part-time</u> (hour rates)		
Registered Nurse	\$62.77-\$72.60 (\$58.61-\$67.84)	\$66.92-\$77.35
*Special Start Rates - Effective October 1, 1978, R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly Graduate Nurses receive \$1,227 (\$1,143.20) per month effective October 1, 1978 and \$1,308 effective October 1, 1979.		
Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.	
Paid Holidays:	The second Monday in February replaces the floating holiday for total of 11 days (unchanged).	
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 50% of the cost of premiums for a plan which provides basic, preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.	
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - 10% (8%) of basic pay. Effective October 1, 1979, 12%.	

Salvation Army Grace Hospital at Windsor - Ontario Nurses' Association (Ind.): A 24 month renewal agreement effective from October 1, 1978 to September 31, 1980, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

	<u>Effective</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Wages:	Increases	approx. 7%	approx. 7% non-compounded
<u>Full-time</u> (monthly rates)			
Registered Nurse* 0-7 years		\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years		\$1,403-\$1,625 (\$1,310.95-\$1,519.14)	\$1,495-\$1,731

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Part-time</u> (tour rates)		
Registered Nurse 0-1400 tours	\$62.77-\$72.60 (\$58.62-\$67.85)	\$66.92-\$77.35
<p>*Special Start Rates - Effective October 1, 1978, R.N.'s hired with less than 1 year of clinical experience, receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses, receive \$1,227 (\$1,115) per month. Effective October 1, 1979, \$1,308.</p>		
Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.	
Paid Holidays:	The second Monday in February replaces the floating holiday for a total of 11 days (unchanged).	
Bereavement Leave:	1 day's paid leave to attend funeral upon death of sister-in-law and brother-in-law (new).	
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.	
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - 10% (8%) of basic pay. Effective October 1, 1979, 12%.	
<u>Sunnybrook Hospital at Toronto - Ontario Nurses' Association (Ind.) (full-time and part-time registered and graduate nurses):</u> Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 515 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.		
Wages:	<u>Effective</u>	<u>Oct. 1/78</u>
	Increases	approx. 7%
		approx. 7% non-compounded
<u>Full-time</u> (monthly rates)		
Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Infection Control Nurse 0-7 years	\$1,499-\$1,683 (\$1,371.79-\$1,571.79)	\$1,598-\$1,795
<u>Part-time</u> (tour rates)		
Registered Staff Nurse	\$69.05-\$79.86** (\$63.36-\$73.55)	\$74.95-\$86.63**

*Special Start Rates - Effective October 1, 1978, Registered Staff Nurse's who are hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month.

**Includes fringe benefits of 10% on October 1, 1978 and 12% on October 1, 1979.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.
Bereavement Leave:	Grandchild is added for up to 3 days' paid leave and sister-in-law and brother-in-law are added for 1 day. Employees who are unable to attend the funeral receive 1 day for mourning (new).
Health and Welfare:	Dental Plan (new) - Employer pays 50% of the cost of premiums for a plan which provides basic, preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.

Bestview Holdings Limited and Bestview Services Limited at Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto - Christian Labour Association (Ind.): A 24-month renewal agreement effective from April 1, 1979 to March 31, 1981, covering 260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Apr. 1/79	Oct. 1/79
	Increases	30¢	7¢-20¢
	Kitchen, Housekeeping, Laundry	\$4.65-\$5.14 (\$4.35-\$4.84)	\$4.72-\$5.32
	R.N.A.	\$5.33-\$5.90 (\$5.03-\$5.60)	\$5.46-\$6.10
	Effective	Apr. 1/80	Oct. 1/80
	Increases	8¢-20¢	20¢-30¢
	Kitchen, Housekeeping, Laundry	\$4.80-\$5.50	\$5.05-\$5.80
	R.N.A.	\$5.60-\$6.30	\$5.80-\$6.55

Probationary period is 450 hours worked (unchanged) for full-time employees and 375 (450) hours worked for part-time employees. Maximum rates are reached after 3 annual increases.

Bereavement Leave:	Brother-in-law, sister-in-law and grandchildren are added for up to 3 days' paid leave.
Sick Leave:	1 1/2 (1 1/4) days per month of employment. Maximum accumulation is 18 (15) days per year cumulative from year to year to a maximum of 54 (48) days.

Health and Welfare: Employer pays health and welfare premiums for persons on leave of absence due to illness or accidents for 1 month if employed less than 2 years and for 3 months if employed more than 2 years (new).

Employer pays his share of the costs of health and welfare premiums for persons on Workmen's Compensation for the month in which the absence begins and for the following month, if the employee has more than 2 years' service (new).

Drug Plan - \$10/\$20 (\$25/\$50) deductible.

Mileage Allowance: 20¢ (15¢) per mile.

Uniform Allowance: Effective April 1, 1979, \$5.50 (\$5) per month for full-time employees.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (financial administration group) (1,875 employees): A 9-month renewal agreement effective from September 26, 1979 to June 22, 1980, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 26/79</u>
	Increases:	
	FI 1 to 4	8%
	FI 5	7%
	FI 6 (performance pay)	\$2,000 to maximum

Annual Rates

FI-1	\$17,437-\$19,548 (\$16,145-\$18,100)
FI-3	\$21,705-\$24,344 (\$20,097-\$22,541)
FI-5	\$29,497-\$33,137 (\$27,567-\$30,969)
FI-6	\$30,400-\$37,900 (\$30,400-\$35,900)

Hours of Work: 37 1/2 hours per week (unchanged).

Overtime Pay: FI-5 now eligible.

Acting Pay: Any designated holiday during qualifying period will be considered as a day worked (new).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective July 1, 1979, 4 weeks after 10 (12) years' service. 3 weeks after 1 year and 5 weeks after 25 years (unchanged).

Health and Welfare: Sick Leave - Certificate not required for 5 (3) days or less.

Meal Allowance: \$3.75 (\$3.25) after 3 hours' overtime.

Travel Time: On a normal working day on which employee travels and works, overtime rate applies after 7 1/2 (8) hours.

Severance Pay: 1 week's pay per year of service to a 26 week maximum for an employee with more than 1 year of service, who is released because of incompetence or incapacity (new).

LOCAL ADMINISTRATION

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 299 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	July 1/79
	Increases	13.02%	4.55%
	Fire Fighter 5th Class - 2nd six months	\$13,158 (\$11,641)	\$13,757
	Fire Fighter 1st Class	\$20,243 (\$17,909)	\$21,165
	Division Chief/ Master Mechanic	\$27,328 (\$24,177)	\$28,573

Previous rates reflect a rollback by the Anti-Inflation Board.

Paid Vacation: 6 weeks (new) after 27 years' service.

Sault Ste. Marie City Corporation, City Hall, Board of Works and Sault Ste. Marie Community Services Board - Locals 3 and 67, Canadian Union of Public Employees (CLC): Three 36-month renewal agreements effective from February 1, 1979 to January 31, 1982, covering 33 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	Feb. 1/79	Sept. 13/79	Feb. 1/80	Feb. 1/81
	Average	11%	1.5%	9%	8%
	Increases				

	<u>Feb. 1/79</u>	<u>Sept. 13/79</u>	<u>Feb. 1/80</u>	<u>Feb. 1/81</u>
<u>Community Services Board</u>				
Job Class 1 (includes Labourer)	\$6.48 (\$5.93)	\$6.57	\$7.17	\$7.69
Job Class 14 (Mechanic)	\$8.04 (\$7.10)	\$8.13	\$8.86	\$9.64
<u>Board of Works</u>				
Job Class 2 (Labour)	\$6.63 (\$6.00)	\$6.75	\$7.36	\$7.95
Job Class 11 (8) (Electrician)	\$8.51 (\$7.46)	\$8.72	\$9.50	\$10.26
<u>City Hall (Monthly Rates)</u>				
Job Class 2 (includes Clerk-Typist)	\$942 (\$844)	\$957	\$1,043	\$1,127
Job Class 12 (includes Chief Draftsman)	\$1,558 (\$1,416)	\$1,573	\$1,714	\$1,842

Signing Bonus: Effective before September 30, 1979, \$150 for all employees on staff as of September 13, 1979.

Cost of Living Allowance (new for City Hall): Effective in 1981, 1¢ for each 0.3 rise in the Consumer Price Index - 1971=100. Triggered at 8%. (Previously, 1¢ for each 1% rise in the CPI - 1971=100. Triggered at 6%.)

Paid Vacation (City Hall): Effective February 1, 1981, 5 weeks after 15 (20) years' service, 6 weeks after 22 (25) years and 7 weeks (new) after 30 years.

Health and Welfare: Dental Plan - Effective February 1, 1980, payments are based on the 1979 Ontario Dental Association fee schedule. (Previously, the 1974 ODA fee schedule for the Board of Works and the 1975 schedule for City Hall and the Community Services Board.)

Mileage Allowance (City Hall): 23¢ (21.5¢) per mile. Effective in 1980, 24¢ per mile.

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	June 1/80
	General Increases	7.75%	6%	2.856%
	3rd Class Firefighter	\$17,283 (\$16,040)	\$18,320	\$18,843
	1st Class Firefighter	\$21,604 (\$20,050)	\$22,900	\$23,554
	Assistant Chief- Training Officer	\$29,338-\$30,246 (\$27,288-\$28,071)	\$31,098-\$32,060	\$31,986-\$32,940

Probationary period is 1 year. Maximum rate for Assistant Chief-Training Officer is reached on completion of probationary period.

Health and Welfare: Major Medical - Employer pays 100% of premium cost for a plan providing Out-of-Province Hospital, Surgical and Medical expense benefits, vision care of \$60 every 2 years for eyeglasses (new) and a Drug Plan with \$1 (35¢) deductible.

Dental Plan - Employer pays 100% of premium cost for Green Shield Plus 4 Plan. (Previously, Green Shield Plan 2.)

Pension Plan: Effective January 1, 1980, OMERS, Type III plan providing for optional early retirement after 30 years' service on unreduced pension. (Previously, OMERS plan.)

CONSTRUCTION

Ontario Hydro, province-wide - Office Employees (AFL-CIO/CLC) (clerical office employees of the Construction Field Forces of the Generation Projects Division, and the Lines and Stations Construction Department of the Transmission Systems Division): A 12-month renewal agreement effective from April 1, 1979 to March 31, 1980 covering 281 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 29/79
	Increases	6.5%-8%
	Salary Grade 51 (Clerk 1)	\$210.24-\$223.66 (\$194.66-\$207.09)
	Salary Grade 63 (includes Payment Auditor)	\$442.58-\$470.83 (\$415.48-\$442.11)

Probationary period is 6 months. Maximum rates are reached after two annual increases.

Health and Welfare: Dental Plan - Effective October 1, 1979, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective January 1, 1980, the 1980 ODA fee schedule.

Travel Allowance: Employee's called in to work overtime receive up to a maximum of 1 hour at the appropriate overtime rate, when an extra trip is involved. (Previously, for overtime performed on a Saturday, Sunday or Statutory Holiday, except with 20 hours' prior notice.)

ADDENDUM
March 1979 Settlement

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 720 employees, settled at the bargaining stage and ratified in March, 1979. Duration of negotiations - 8 months.

Wages:	Effective	<u>April 1/78</u>	<u>Oct. 1/78</u>
Increases		58¢ per hour for Registered and Graduate Nurses and Therapists; 4% for all others	48¢ per hour for Registered and Graduate Nurses and, Therapists
Additional Adjustments		\$10 for Housekeeping Attendant and Floor Stripper	

Monthly Rates

Maid	\$836-\$873 (\$804-\$839)	
Registered Nurse 0-7 years	\$1,187-\$1,388 (\$1,087-\$1,287)	\$1,271-\$1,472

Previous rates reflect revisions by the Anti-Inflation Board.

Probationary period is 60 days worked. Maximum rate for a Maid is reached after one 3-month increase and for an R.N.A. after one 3-month and two 12-month increases.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: 5 weeks (new) after 25 years' service.

Bereavement Leave: 1 day for mourning on the day of the funeral, where the employee is unable to attend due to distance (new).

Education Leave (new): Employer pays leave of absence to write examinations to upgrade employment qualifications.

July 1979 Settlement

LOCAL ADMINISTRATION

Kingston City Corporation (including Rideaucrest Home for the Aged) - Local 141,
Canadian Union of Public Employees (CLC) (inside employees): A
 12-month extension agreement effective from January 1, 1980 to
 December 31, 1980, covering 310 employees, settled at the
 bargaining stage and ratified in July, 1979. Duration of
 negotiations - 2 months.

Wages:	Effective	Jan. 1/80	July 1/80
	General Increases	7%	10¢
	Group R-2-02 (includes Maid- Rideaucrest Home for the Aged)	\$5.57-\$5.97 (\$5.21-\$5.58)	\$5.67-\$6.07
	Group R-5-04 (includes Registered Nursing Assistant Rideaucrest Home for the Aged)	\$6.04-\$6.98 (\$5.65-\$6.52)	\$6.14-\$7.08
	<u>Annual Rates</u>		
	Group 3-03 (includes Typist I)	\$10,114-\$11,743 (\$9,452-\$10,975)	\$10,301-\$11,921
	Group 9-5 (includes Maintenance Mechanic)	\$12,808-\$15,402 (\$11,970-\$14,394)	\$12,995-\$15,597
	Group 13-9 (includes Planner I)	\$18,591-\$22,291 (\$17,375-\$20,833)	\$18,764-\$22,477

Probationary period is 3 months. Maximum rates for Maid are
 reached after 12 months, for Typist I and Registered Nursing
 Assistant after 24 months, for Maintenance Mechanic after 36
 months and for Planner I after 48 months.

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Health and Welfare: Extended Health Care - \$10/\$20 deductible. (Previously, \$25/\$50 deductible.)

Pension Plan: OMERS Type II Supplementary Plan updated to January 1, 1979 (1974).

Safety Shoe Allowance: \$40 (\$35) per pair per year where required.

August 1979 Settlement

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 262 employees, settled at the post conciliation bargaining stage in August, 1979. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	6.2%
	Constable, Fourth Class	\$14,336.15 (\$13,499.20)
	Constable, First Class	\$21,714.08 (\$20,446.40)
	Staff Inspector	\$29,533.80 (\$27,809.60)

Sick Leave
Credit Plan: Employees are credited with 15 weeks sick time after 3 months' service, 20 weeks after 5 years, plus 1 week for each additional year thereafter to a maximum of 45 weeks after 30 years. Employees with First Class Constable status on September 30, 1979 retain one-half of the days previously accumulated under the old plan and they are paid for at their future current salary rate upon termination or retirement. (Previously, plan provided a cumulative credit of 1 1/2 days per month of service.)

Pension Plan: Effective December 31, 1979, OMERS Type III Plan with optional war time service is implemented.

Negotiations in Progress during September 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Canada Wire & Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	483	CO
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	WS
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,700	B
Canadian Gypsum Co. Ltd., Hagersville	Steelworkers (AFL-CIO/CLC)	235	MED
Canadian Industries, Paint and Varnish Plants and Paint Research Laboratory, Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Cara Operations Ltd., Airline Services Div., Mississauga	Hotel Employees (AFL-CIO/CLC)	350	CO
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Corp., Streetsville	Service Employees (AFL-CIO/CLC)	430	ARB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,425	PCB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	715	PCB
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,040	CO
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	WS
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	230	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	B
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	460	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B

* See page 578 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
urham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
urham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	PMB
urham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	F
urham Regional Police	Police Assn. (Ind.)	347	ARB
ast York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
ddy Forest Products, Wood Products Div., Nairn	Carpenters	215	B
lectrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	785	B
xtendicare Ltd., Haliburton, Kingston, London, Mississauga, Ottawa, Peterborough, Port Stanley, St. Catharines, Sault Ste. Marie and Sudbury	Service Employees (AFL-CIO/CLC) (part-time empls.)	400	PCB
ederal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	450	B
ord Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	16,000	PCB
ord Motor Co. of Canada Ltd., Windsor	Auto Workers (CLC) (office and technical empls.)	432	PCB
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	570	CO
rontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	F
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	326	B
The Globe and Mail (Circulation, Editorial and Maintenance-Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (architecture and town planning)	450	ARB
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310	F

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	F
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PMB
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARB
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.) (production empls.)	500	CO
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	F
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345	F
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273	F
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	F
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	PMB
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	PMB

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	CO
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	F
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	264	CO
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn.	390	F
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
McGregor Hosiery Mills, Toronto	Cdn. Textile and Chemical Union (CCU)	225	CO
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	F
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	F
Modern Building Cleaning, Div. of Dustbane Enterprises Ltd.	CUPE (CLC)	320	CO
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	ARB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	ARB
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	CO
William Neilson Co. Ltd., Georgetown and Toronto	United Food and Commercial Workers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	700	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens	483	F

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor, Pamour, Schumacher and Ross Divs.), Pamour, Schumacher and other centres	Steelworkers (AFL-CIO/CLC) (mine empls.)	875	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	F
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	F
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,485	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
North York Public Library Board	CUPE (CLC)	300	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	459	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees Union (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,400	MED
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	B
Ontario Government	OPSEU (NUPGE) (CLC) (general administration category)	4,885	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	B
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care and correctional services category)	9,160	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,700	B

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO/CLC)	200	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	MED/WS
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	ARB
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	PCB
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	PCB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	B
Owen Sound General and Marine Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	F
P.P.G. Industries Canada Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	400	CO
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARB

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	CO
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	PMB
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.) Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC) (production empls.)	650	WS
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	200	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	B
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commercial Workers (AFL-CIO/CLC)	437	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part- time nurses)	330	ARB
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	417	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical empls.)	700	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	ARB
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	ARB
St. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	297	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	MED
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	CO

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	PCB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PCB
Scarborough General Hospital	OPSEU (NUPGE) (CLC)	220	CO
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250	F
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	PMB
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	ARB
Susan Shoes Industries Ltd., Fortune Footwear Div., Hamilton	United Textile Workers (AFL-CIO/CLC)	230	CO
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	400	B
Toronto Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,920	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Toronto Public Library Board	CUPE (CLC)	400	CO
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO
University of Toronto	Graduate Assistants Assn. (Ind.)	1,950	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	CO
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	B
University of Windsor	Faculty Assn. (Ind.)	550	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	ARB
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PCB
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315	CO
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/CLC)	360	B
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	400	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	300	MED/
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	209	MED/
Windsor Western Hospital Centre (I.O.D.E. Unit)	Ont. Nurses' Assn. (Ind.)	228	PCB
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	CO

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	MED
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	MED
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	16,300	B
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	B
Council of Printing Industries of Canada, London, Hamilton, Ottawa, Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- engravers)	2,200	B
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor, Wood- stock, Ont., and St. Laurent and Ste. Therese, Que.	Auto Workers (CLC)	32,000	PCB
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (CUPTÉ) (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	ARB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	52,620	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B

** Federal jurisdiction

Negotiations in Progress during September 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,545	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	WS
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing and Publishing, Live- stock and Construction and Repair Divs.)	2,500	B
Tele-Direct Ltd., Quebec and Ontario	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

Definition of Codes for Negotiations Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

**Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in October 1979

Employer and Location	Union	No. of Empls.
Cara Operations Ltd., Airline Services Div., Mississauga	Hotel Employees (AFL-CIO/CLC)	350
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL- CIO/CLC)	450
McGregor Hosiery Mills, Toronto	Cdn. Textile and Chemical Union (CCU)	225
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	200
National Steel Car Corp. Ltd, Hamilton	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commerical Workers (AFL-CIO/CLC)	437

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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
OCTOBER 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in October 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

November 29, 1979

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Highlights

Soft Drink Workers Settlement. Negotiations between Coca-Cola Ltd. and six locals of the Canadian Union of Brewery Workers for a new province-wide agreement, to replace the previous one which expired on July 27, 1979, were concluded in conciliation in late October. Main issues in contention involved wage rates and related monetary improvements, contract language concerning working conditions, sales routes, contracting out of work normally done by bargaining unit employees and a number of benefits. The initial union proposal included a two-year contract with a 27 per cent wage increase, while the company was offering a 10 per cent increase over two years. This offer was later improved to match the terms of a settlement accepted in mid-September (after a 7-week strike) by Coca-Cola workers at 5 bottling plants in Quebec.

The Ontario settlement covered 1,000 plant, sales and office employees at Coca-Cola operations in nine locations and resulted in 13 separate renewal agreements running through July 28, 1981. The monetary terms, retroactive to July 30, 1979, provided a two-stage salary increase of 18.4 per cent for office units and a comparable raise of up to \$1.65 per hour in hourly rates, depending on classification, for plant and sales employees. The existing COLA clause was revised to provide monthly adjustments of 1 cent per 0.33 increase in the CPI, triggered each year at 9.5 per cent and capped each year at an 11.5 per cent rise in the index. Other changes included higher night differentials and weekend premiums and, effective in 1980, improved provisions for paid holidays, vacations, and health insurance benefits.

Auto Industry Settlements. The 1979 auto industry contract negotiations involved close to 780,000 members of the United Auto Workers (UAW) employed by General Motors Corporation, Ford Motor Company and Chrysler Corporation in the United States and about 60,000 plant and office employees at their subsidiaries in Canada. General Motors and Ford have separate but similar master agreements for Canadian and U.S. workers. At Chrysler negotiations are usually conducted on a corporation-wide basis, with the resultant international contracts covering separately hourly and salaried employees in both countries. However, unlike the situation in the U.S., where the law permits strikes on local issues after a master agreement is ratified, the Canadian workers cannot legally strike once they accept a contract. The three companies, though bargaining separately, usually formulate their initial proposals in close consultation in order to establish a uniform industry-wide pattern settlement. In the current negotiations, Chrysler withdrew from the standard procedure, because of the company's perilous financial situation, and asked for a two-year freeze on wages and benefits. General Motors and Ford followed the former tradition of offering a three year contract with a 3 per cent annual wage increase, called the Annual Improvement Factor, supplemented by a cost-of-living allowance based on a composite U.S.-Canada price index, as well as improvements in pensions and additional paid time off.

The UAW proposals centered on inflation protection for retirees and a major revision of the existing 6-year pension agreement, last negotiated in 1973. The other major items included the size of

wage increases, a better cost of living escalator, improved health care programs for both active and retired workers, a shorter work week and more paid personal holidays. The union had chosen General Motors as the strike target, if negotiation failed to produce a national settlement by midnight September 14, when all of the current agreements were due to expire. However, in a departure from past practice, the UAW planned a series of mini-strikes limited to selected GM assembly and parts plants where inventories were tight. Negotiations with GM and Ford began in mid-July. At Chrysler, bargaining on economic issues was suspended until settlements were reached with the other two companies, with the UAW indicating it would be willing to break the contract pattern to grant concessions to the ailing No. 3 car maker.

On September 14, for the first time in 15 years, the UAW reached the pattern-setting agreement with its target auto company without resorting to a national strike. The three-year pact, covering 460,000 GM workers in the U.S., provided the traditional 3 per cent wage formula, with the COLA factor reduced during the third year from .30 to .26, similar to the change won by U.S. rubber workers earlier in 1979. The quarterly cost-of-living adjustments will be reduced by a total of 14 cents, diverted to help finance the negotiated pension and health care improvements agreed to by the parties. The union failed to obtain pension indexing, but for the first time in the history of the UAW the pension plan was amended to provide a rising schedule of payments, with 8 periodic increases for present and future retirees, including not only the basic but also the "30 and out" benefit scheme. The agreement further reduced work time through an increase in the number of paid personal holidays to 26 over three years, up from 12 days spread over two years in the last contract.

The union surrendered several minor bargaining proposals to GM, but successfully resisted most of the corporation's demands involving elimination or modification of existing provisions, such as using a larger part of the COLA money (a 24-cent "COLA travel" generated in the last three months of the old contract) to pay for fringe benefits. However, the company accomplished one of its major goals of reducing the wage for newly hired employees, with initial wage rates to be paid at 60 cents per hour, rather than 45 cents, below the base rate of the job classification. The GM contract, according to various estimates, raised wages and benefits per worker by 30 to 35 per cent over three years, assuming an average inflation rate of 8 per cent per annum. However, the U.S. Council on Wage and Price Stability, which does not count certain labour costs in measuring a settlement, determined that the pact amounted to a 23.5 per cent increase during the three-year span. In providing increases averaging about 7.2 per cent a year, the contract would have violated the administration's voluntary 7 per cent ceiling for total compensation increases. However, the council agreed not to issue an official citation of violation, since the company agreed to abide by the rigid price guidelines over the next year.

The agreement served as a pattern for subsequent strike-free settlements at Ford Motor Company of Detroit which were ratified a few weeks later by its 197,000 employees. The delay in bargaining was attributed to a disagreement over restrictions on overtime and the union's attempts to rearrange Ford's economic offer in order to allot more money to wage increases for skilled tradesmen.

The Canadian section of the UAW adopted similar contract goals to those formulated by their U.S. counterparts and in addition

included proposals for improvement in the quality of working life (QWL), major improvements for women workers and an end to voluntary overtime. The union also intended to put pressure on the companies to have them pay for any increased costs for medical expenses as a result of doctors opting out of OHIP. Other issues of special application to the Canadian scene involved adapting the U.S. negotiated pension and health care plan changes to the different Canadian conditions, channelling any savings realised into financing other benefits. At the individual plant level, major items in contention included the "tag relief" issue at GM in Oshawa, elimination of punch clocks in all Ford units and automatic recognition of the UAW as the bargaining agent for workers at Ford's two new plants now under construction in Windsor.

Under the wage-benefit parity arrangement in the industry, the Canadian GM and Ford workers were offered the basic monetary terms of the U.S. settlements. Within this pattern, the UAW used superior social security and health insurance benefits in Canada as an argument to negotiate a paid education leave fund for leadership training, and to extract commitments from both companies to join the union's political lobby concerning the problem of physicians leaving the provincial medicare scheme. The union also succeeded in having the companies transfer their health and dental plans from Blue Cross (against which the UAW is on strike for a first contract), but was unable to convince Ford to boycott supplier plants involved in strikes by UAW members over union security.

General Motors of Canada concluded a new master contract, covering its 34,350 production employees in Ontario and Quebec, in post conciliation bargaining in early October. The new local contracts in all nine plants were settled in a reasonably peaceful manner, with only token strike action taken in some plants as negotiations stretched beyond the October 3 deadline. Brief walkouts occurred in Oshawa and Toronto, because the workers objected to holding ratification votes on the Thanksgiving weekend, and at the St. Therese and St. Eustache plants in Quebec, where certain local issues, including the system of medicare payments and the right to refuse casual overtime, had not been dealt with in the settlement.

In parallel negotiations, Ford Motor Company of Canada finalized an agreement with its 13,000 hourly rated employees in five Ontario centres during short work stoppages at the St. Thomas plant and two Oakville plants. The 9,500 workers stayed off the job until the tentative pact was ratified, in a protest against delays in resolving outstanding local issues. They included voluntary overtime, grievance procedures and production standards not covered by the master agreement. To settle the overtime issue at St. Thomas, the company agreed to experiment with a maximum of 4 hours a week mandatory overtime scheduled within nine-hour days Monday to Thursday, instead of the previous practice of 8 hours per week. The Oakville issues were resolved by the parties consenting to institute a pilot QWL program to give workers a role in decisions about their jobs and the workplace, decisions that in the past were made exclusively by management. In other respects, both the GM and Ford contracts followed the U.S. pattern on wage, cost-of-living, paid personal holidays and pension improvements. With the ratification of the Ford plant agreement, negotiations accelerated in an effort to reach a settlement covering the company's remaining 465 unionized salaried employees in Bramalea and Windsor. The union also resumed talks with the Chrysler Corporation on a settlement for 110,000 Canadian and U.S. workers.

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FOOD AND BEVERAGE

Coca-Cola Ltd. at Belleville, Hamilton, Kitchener, London, Ottawa, Peterborough, Sudbury, Toronto and Windsor - Various Locals, Canadian Brewery Workers (CLC) (1,000 office, sales, distribution, and plant employees): 21-month renewal agreements effective from October 23, 1979 to July 28, 1981, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	July 30/79	July 28/80
	Increases		
	Inside Plant Employees	70¢-80¢*	75¢-85¢*
	Outside Sales Employees	70¢-75¢*	75¢-80¢*
	Office Employees	9.3%	9.1%
	<u>Inside Plant</u>		
	Wages Bracket 1 (includes General Help)	\$6.74-\$8.04 (\$6.34-\$7.34)	\$7.19-\$8.79
	Wage Bracket 7 (includes Journeyman Automotive Maintenance Man)	\$8.04-\$9.34 (\$7.54-\$8.54)	\$8.59-\$10.19
	<u>Outside Sales</u>		
	Wage Bracket 1 (Delivery Salesman)	\$6.79-\$8.09 (\$6.39-\$7.39)	\$7.24-\$8.84
	<u>Office (weekly rates)</u>		
	Wage Bracket 1 (includes Junior Clerk)	\$164-\$186 (\$150-\$170)	\$179-\$203
	Wage Bracket 3 (includes Principal Clerk)	\$239-\$284 (\$218-\$260)	\$260-\$310

*Increases shown are for the Job Rate. Lower rates received less.

Cost of Living Allowance: 1¢ per 0.33 increase in the Consumer Price Index - 1971=100. Monthly calculations. Triggers each year after 9 1/2% rise in the CPI. Capped each year at 11 1/2%. (Previously, 1¢ per 0.35 increase in the CPI. Triggered at 8%. No cap.)

Hours of Work: Office employees - 37 1/2 hours per week; others - 40 hours per week (unchanged).

Night Shift Premium: 0-35¢-35¢ (0-30¢-30¢). Effective July 28, 1980, 0-40¢-40¢.

Weekend Premiums: Saturday - 65¢ (50¢). Effective July 28, 1980, 75¢. Sunday - 90¢ (75¢). Effective July 28, 1980, \$1.

Paid Holidays: 1/2 day is added before Christmas 1980 for a total of 11 days.

Paid Vacation: Effective in 1980, 4 weeks after 11 (12) years' service. 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (unchanged).
Effective in 1981, 4 weeks after 10 years and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance - Effective January 1, 1980, \$17,000 (\$15,000) coverage. Effective January 1, 1981, \$18,000.
Major Medical - Deductible \$10/\$20 (\$25/\$50).

KNITTING MILLS

Mc Gregor Hosiery Mills at Toronto - Canadian Textile and Chemical Union (CCU): A
24-month renewal agreement effective from October 23, 1979 to October 22, 1981, covering 240 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 23/79	Oct. 23/80
Increases		45¢ for Labour Grades I and II; 40¢ for Grades III to X	45¢ for Labour Grades I and II; 40¢ for Grade III to X
Additional Adjustments		Some classification adjustments due to restructuring of the wage schedule	
Labour Grade I (includes Sorter)		\$3.95 (\$3.50)	\$4.40
Labour Grade X (Tool and Dye-Maker "A")		\$9.90 (\$8.50)	\$10.30

Paid Vacation: Effective in 1980, 3 weeks at 6% after 8 (10) years' service and 4 weeks (new) at 8% after 22 years. Effective in 1981, 3 weeks after 7 years and 4 weeks after 20 years.

Bereavement Leave: Mother-in-law and father-in-law are included in up to 3 consecutive working days' paid leave (new).

Health and Welfare: OHIP - Effective in 1980, employer pays 50% of premium costs for employees with 12 months' service and 80% after 24 months. (Previously, 1/3 of premium costs after 18 months' service and 75% after 36 months.)

CLOTHING

Levi Strauss of Canada, Inc. at Hamilton - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from November 1, 1979 to September 8, 1981 with wages retroactive to September 9, 1979, covering 264 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 9/79</u>	<u>Sept. 9/80</u>
	Increases	38¢ per hour for incentive workers; 20¢-\$1.72 for time workers	38¢ per hour for incentive workers; 40¢-\$1.20 for time workers
	Additional Adjustments	Some classification adjustments due to restructuring of the wage schedule	
	General Time Worker	\$3.60-\$4.00 (\$3.40-\$3.60)	\$4.00-\$4.40
	Cutter	\$5.30-\$6.50 (\$4.50-\$5.30)	\$6.50-\$7.00
Probationary period is 60 calendar days. Maximum rates are reached after one 3-month and one 9-month increase. (Previously, two 6-month increases for General Time Worker and four 6-month increases for Cutter.)			
Paid Holidays:	1 floating day is added for a total of 11 days.		
Paid Vacation:	3 weeks (new) after 6 years' service. Effective in 1980, 3 weeks after 5 years.		
Bereavement Leave:	Grandparents are added for up to 3 days' paid leave.		
Jury Duty Pay (new):	Employer makes up the difference between employees' regular salary and fees received for jury duty.		
Health and Welfare:	<u>Life Insurance</u> - \$3,000 (\$2,000) coverage.		
	<u>Weekly Indemnity (new)</u> - Benefit is based on earnings as follows:		
	Hourly Rate	<u>Weekly Benefit</u>	
	\$3.25-\$3.75	\$70	
	\$3.76-\$4.50	\$80	
	\$4.51 and up	\$90	
The hourly rate for incentive workers is based on the quarterly average of their earnings.			
<u>Major Medical (new)</u> - Employer pays 100% of the cost of premiums for a plan with a deductible of \$25 single and \$50 family, and 80% co-insurance. Plan includes coverage for prescription drugs and, semi-private hospitalization with no deductible.			

TRANSPORTATION EQUIPMENT

Ford Motor Company of Canada Ltd. at Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor - Locals 200, 584, 707, 1054 and 1520, Auto Workers (CLC) (13,000 plant employees): A 34 1/2-month renewal agreement effective from November 4, 1979 to September 14, 1982, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 16/79</u>	<u>Sept. 30/79</u>	<u>Sept 15/80</u>	<u>Sept. 14/81</u>
COLA Fold-in (from previous agreement)			\$1.32		
General Increases	3%			3%	3%
COLA "Travel"*	24¢				
<u>Job Rates</u>					
Assembler 2	\$7.765 (\$7.305)	\$9.085	\$9.36	\$9.64	
Tool & Die Maker	\$9.81 (\$9.29)	\$11.13	\$11.465	\$11.81	

*The amount of COLA that would have been forthcoming between June and September 1979 had the formula under the previous agreement been continued.

Hiring-In Rates - Start rates - 60¢ (45¢) below job rates. 25¢ (20¢) increase after 4 weeks. 35¢ increase after 12 weeks. The recovery provision, or special payment made for employees obtaining 6 months of seniority has been discontinued.

Wage Inequity: Through the application of wage parity, adjustments will be made in 1980 in line with adjustments provided for in the Ford-UAW United States agreement.

Apprentice Shop Hour Rate Formula - Updated to reflect the general wage increases, COLA fold-in, and a 5¢ special increase for the second shop hour rate.

Cost of Living Allowance: \$1.43 COLA generated under the previous agreement, of which \$1.37 was paid as an allowance and 6¢ was diverted to other funding. 5¢ continues to float following the September 30, 1979 fold-in.

Based on the Combined United States - Canada Consumer Price Index. 1¢ per 0.3 change in the Index for the first 8 quarterly adjustments starting December 1979; thereafter 1¢ per 0.26 change for 3 subsequent adjustments starting December 1981.

Allowance generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of first 8 adjustments, 2¢ during each of last 3 adjustments. (Previous formula, 11 quarterly adjustments of 1¢ per 0.3 change. Same Index.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 5% of earnings for work beginning on or after 10:30 a.m.; 10% on or after 7 p.m. (percentages unchanged).

Paid Holidays: 7 designated days each year plus Christmas shutdown period for a total of 43 (40) days over life of contract. Difference in total due to calendar during Christmas shutdown periods.

Paid Personal Holidays: 8 days in 1980, 9 days in 1981 and 9 days in 1982 for a total of 26 days. (Previously, 5 days in the second year of agreement, 7 days in the third year, for a total of 12.)

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).

Bereavement Leave: Grandchildren are added to definition of the immediate family for up to 3 days paid leave in the event of death.

Jury Duty: Provision is extended to include coroner's jury (new).

Paid Education Leave (new): \$500,000 by employer to provide paid leave for employees participating in union leadership courses over the next 5 years.

Health and Welfare: Group Life and disability insurance benefits continue to be wage related. No change in benefits per wage rate but table of benefits extended 9 levels on upper end and shortened 7 levels on lower end to accommodate higher wage rates. Overall ranges are shown below.

Life Insurance - \$17,000-\$30,000 (\$12,500-\$22,500) coverage.

Life Insurance for Dependants (new) - Effective July 1, 1980; optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

A.D. & D. - \$8,500-\$15,000 (\$6,250-\$11,250) coverage. Amount is doubled if employee dies solely as a result of work related injuries (new).

Accident and Sickness Benefits - \$200-\$335 (\$145-\$260) per week for 52 weeks. Should U.I.C. pregnancy benefits fall short of 10 (6) weeks of benefits under this plan, in terms of dollars, the plan will pay the difference.

Extended Disability Benefits - Less than 10 years of eligible service \$650-\$1,135 (\$460-\$860) per month. 10 or more years of eligible service \$710-\$1,245 (\$480-\$945) per month. \$50 per month increase in benefits to current recipients disabled prior to January 1, 1974 and ineligible for any statutory disability benefits.

Total and Permanent Disability Benefit - \$340-\$600 (\$250-\$450) per month.

Transition Survivor Income Benefits - \$150-\$300 (\$125-\$250) per month for survivors without dependants. \$200-\$325 (\$175-\$275) with dependants or for surviving children without parents.

Bridge Benefit - Maximum \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Vision Care - Effective January 1, 1980, employee pays \$7.50 (20%) for purchase of glasses once every 24 months. No prescription change required. (Previously, required pre-prescription.) Eligibility for coverage of contact lenses extended.

Medical Equipment - Effective January 1, 1980, coverage of prosthetic appliances and durable medical equipment extended.

Dental Plan - \$1,000 (\$750) annual maximum benefit. Effective January 1, 1980, \$800 (\$650) lifetime orthodontic maximum. Other improvements including extension of coverage to employees while on a sickness or accident leave of absence commencing on or after September 16, 1979.

Alcoholic Abuse Program - Effective January 1, 1980, the existing program will be extended to provide coverage of cost for approved treatment facilities upon the successful completion of treatment.

Health Care Coverage for Surviving Spouse and Dependents of an Employee who Dies as a Result of a Job Related Accident - If eligible for Survivor Benefits: Employer pays premiums for first 6 months (new); thereafter survivor may maintain coverage by paying premiums.

If not eligible for Survivor Benefits: Employer pays premiums of all benefits held by employee at time of death, for life of survivor or until remarriage (new).

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Year of Service/Normal Retirement - Varies by wage level and commencement period of retirement as follows:

Oct. 1, 1979 - Sept. 1, 1980	\$15.75-\$16.50 (\$10.75-\$11.50)
Oct. 1, 1980 - Sept. 1, 1981	\$16.55-\$17.30
Oct. 1, 1981 - Sept. 1, 1982	\$17.55-\$18.30

Recipients of these benefits will have amounts periodically increased as scheduled below:

Oct. 1, 1979 - Sept. 1, 1980 retirees:	Feb. 1, 1980, 20¢
	Aug. 1, 1980, 25¢
	Oct. 1, 1980, 25¢

Above retirees plus

Oct. 1, 1980 - Sept. 1, 1981 retirees:	Feb. 1, 1981, 30¢
	Aug. 1, 1981, 30¢
	Oct. 1, 1981, 30¢

Above retirees plus

Oct. 1, 1981 - Sept. 1, 1982 retirees:	Feb. 1, 1982, 30¢
	Aug. 1, 1982, 35¢

Supplementary Monthly Benefits Per Year of Service/Maximum 25 Years/Normal Retirement

Payable Until Age 65 - \$13 (\$11) for retirements between October 1, 1979 and September 1, 1980. \$14 for retirements between October 1, 1980 and September 1, 1981. \$15 for retirements between October 1, 1981 and September 1, 1982. After age 65 - \$11 less any applicable statutory benefits (unchanged).

Early Retirement

With 30 years of service - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, restored at age 65.)

With age and years of service totalling 85 - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, reduced for life.)

Special Allowance - Applies to employees retiring prior to age 65 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

October 1, 1979 - September 1, 1980 retirees - \$800 (\$700) plus 8 future adjustments totalling \$115 over the life of the agreement.

October 1, 1980 - September 1, 1981 retirees - \$845 plus 5 future adjustments totalling \$80 over the remainder of the agreement.

October 1, 1981 - September 1, 1982 retirees - \$895 plus 2 future adjustments totalling \$40 over the remainder of the agreement.

Past Retirees

Basic Monthly Benefits Per Year of Service - Effective October 1, 1979, increased by \$1.90. Thereafter 8 subsequent increases totalling \$2.05 over the life of the agreement. Benefits by end of agreement will range from \$13.90 to \$15.45 (\$9.95 to \$11.50).

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Effective October 1, 1979, increased by \$1. Normal reductions for early retirement or for offsetting statutory benefits apply.

Special Allowance - Applies to those retiring prior to age 65 with 30 or more years of service. Effective October 1, 1979, increased by \$75 per month for those who retired prior to October 1, 1974 and by \$50 per month for retirements between October 1, 1974 and October 1, 1979. During the life of the agreement, 8 additional increases will add a further \$115 to the total monthly benefit.

The Special Allowance for those retired between March 1, 1974 and November 1, 1976, with 30 or more years of service will be redetermined without reduction for retirement before age 55.

General Items

Benefit Limitation - Capped at 70% of final wage level for employees retiring on or after October 1, 1979. A similar cap for previous retirees has been removed.

Automatic Retirement Age - 70 (68). Service credit does not accumulate after age 68 unless the employee requires the additional time to achieve a minimum of 10 years of credit.

Surviving Spouse Benefits - 60% of the deceased employee's basic benefit reduced through election of the survivor spouse option. (Unchanged, but will mean larger benefits as a result of increases to employee's basic benefit.)

Supplementary
Unemployment
Benefit Plan:

Employer Contributions - Effective in January 1980, 2 new fund level brackets added and contribution increased by 2¢ for each bracket. Ranges from 15¢-27¢ (14¢-24¢) per straight time hour worked. Effective in January 1981, 16¢-28¢. Effective in January 1982, 17¢-29¢. An additional 6¢ is contributed for time and one-half and 12¢ for double time (unchanged).

Guaranteed Benefit Account - A reserve fund which would provide SUB benefits for employees with 10 or more years of service should the regular account become deficient. Maximum contribution to this special fund by employer set at \$400 (\$200) times number of employees. Money advanced by employer is recoverable from future contributions.

Tuition Refund
Program:

Up to \$1,000 (\$900) per year for approved courses taken at accredited colleges and universities, and up to \$500 (\$450) per year at all other approved institutes.

Apprentice
Allowance:

A total of \$600 (\$450) over the entire training period for the purchase of books, supplies, and tools.

Moving
Allowance:

Varies by distance between plants. \$500-\$845 (\$385-\$650) for single employees. \$1,125-\$1,760 (\$865-\$1,355) for married employees. The latter category now includes any employee with children residing at home.

Tools/Skilled
Trades Allowance:

Broken or damaged tools to be replaced by employer. This new provision in the master agreement is not to disturb existing local practices.

Union
Representatives:

Increased participation facilitated through the provision of additional paid time at each plant.

Car Purchase
Rebate Program:

\$235 (\$200) on purchase of subcompact or intermediate models; \$360 (\$300) for larger cars and light trucks. This provision is granted by letter of agreement.

Technological
Change:

Establishment of a National Committee on Technological Progress. Discusses impact upon, or erosion of bargaining unit. Traditional jurisdictions of work by plant location are to remain intact as a matter of policy. Provides for training and alterations, if necessary, to the apprenticeship curricula. A plan of implementation is to be submitted by the affected local parties. If not accepted by the National Committee may be referred to the Grievance Procedure.

Employee
Involvement:

Establishment of a Joint Committee on Employee Involvement. Will seek to involve employees in matters affecting their work including work-related problems, the work environment, unwarranted absenteeism, and alternative work schedules. Will be conducted as a pilot project at one of the employer's plants. (Previously, a committee dealt only with the work environment.)

General Motors of Canada Ltd. at London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Therese, Que. - Various locals, Auto Workers (CLC) (34,350 plant employees): A 35-month renewal agreement effective from October 15, 1979 to September 14, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

St. Eustache operation formerly located in St. Laurent.

Wages:	Effective	Sept. 17/79	Oct. 15/79	Sept. 15/80	Sept. 14/81
COLA Fold-in (from previous agreement)			\$1.32		
General Increases	3%			3%	3%
COLA "Travel"*	24¢				
<u>Job Rates</u>					
Line Assembler		\$7.76 (\$7.30)	\$9.08	\$9.35	\$9.63
Tool & Die Maker		\$9.82 (\$9.30)	\$11.14	\$11.47	\$11.81

*The amount of COLA that would have been forthcoming between June and September 1979 had the formula under the previous agreement been continued.

Apprentice Rates - Updated to reflect the general increases and COLA fold-in.

Hiring-In Rates - Start rates - 60¢ (45¢) below job rates. 25¢ (20¢) increase after 30 days. Goes to job rate within 90 days from date of hire or achievement of standard requirements. The recovery provision, or special payment, made for employees obtaining 6 months of seniority has been discontinued.

Wage Inequity: Through the application of wage parity, adjustments will be made in 1980 in line with adjustments provided for in the General Motors - UAW United States agreement.

For benefit changes other than those reported below see the Ford Motor Company, of Canada Ltd. settlement with Auto Workers reported above (except Tool Allowance and Employee Involvement).

Shift Premiums: 5% of earnings for work beginning on or after 11:00 a.m. and before 7:00 p.m. 10% on or after 7:00 p.m. and on or before 4:45 p.m. 10% until 7:00 a.m. for work beginning after 4:45 a.m. and before 6:00 a.m. (percentages unchanged).

Paid Vacation: 2 weeks after 1 year, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years, and 5 weeks after 20 years (unchanged).

Health and
Welfare:

Group Life and disability insurance benefits continue to be wage related. No change in benefits per wage rate but table of benefits extended 9 levels on upper end and shortened 2 levels on lower end to accommodate higher wage rates. Overall ranges are shown below.

Life Insurance - \$13,500-\$30,000 (\$12,500-\$22,500).

A.D. & D. - \$6,750-\$15,000 (\$6,250-\$11,250). Amount is doubled if employee dies solely as a result of work related injuries (new).

Life Insurance for Dependants (new) - Effective July 1, 1980, optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

Accident & Sickness Benefits - \$155-\$335 (\$145-\$260) per week for 52 weeks. Should U.I.C. pregnancy benefits fall short of 10 (6) weeks of benefits under this plan, in terms of dollars, the plan will pay the difference.

Extended Disability Benefits - Less than 10 years of eligible service \$500-\$1,135 (\$460-\$860) per month. 10 or more years of eligible service \$545-\$1,245 (\$480-\$945) per month. \$50 per month increase in benefits to current recipients disabled prior to January 1, 1974 and ineligible for any statutory disability benefits.

Total & Permanent Disability Benefit - \$270-\$600 (\$250-\$450) per month.

Vision Care - Effective January 1, 1980, covers new lenses for eyeglasses every 12 (24) months provided there is a prescription change. \$7.50 co-payment (unchanged). Eligibility for coverage of contact lenses extended.

Health Care Benefits for Quebec Employees - Various major medical benefits added to the existing comprehensive medical plan to provide coverage comparable to employees in Ontario.

Paid
Education
Leave (new):

\$1,000,000 by employer to provide paid leave for employees participating in union leadership courses over the next 5 years.

Attendance
Committee
(new):

A joint labour/management committee will be established to investigate the problem of unwarranted absenteeism.

National Steel Car Corporation Ltd. at Hamilton - Local 7135, Steelworkers (AFL-CIO/CLC) (1,400 plant employees): A 24-month renewal agreement effective from October 5, 1979 to October 5, 1981, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 5/79	Oct. 5/80
COLA Fold-in		40¢	Allowance from 1st year
General Increases		30¢	20¢
Adjustments			
Skilled Trades		25¢	25¢
Semi-skilled		12¢	12¢
<u>Day Rates</u>			
Janitor		\$7.09 (\$6.39)	\$7.29
Machinist Gr. II		\$8.32-\$8.38 (\$7.37-\$7.43)	\$8.77-\$8.83
Die Sinker Gr. I		\$9.01-\$9.11 (\$8.06-\$8.16)	\$9.46-\$9.56
<p><u>Piece Workers</u> - Currently average 25% above base rate structure. Will receive the full increases, adjustments, and fold-ins outlined above plus a 25% "roll-up".</p>			
Cost of Living Allowance:	Three quarterly adjustments each year of 1¢ per 0.3 increase in the Consumer Price Index - 1971=100.1¢ diversion per adjustment to finance insurance benefits. (Basic formula is unchanged.)		
Hours of Work:	40 hours per week (unchanged).		
Shift Premium:	0-22¢-26¢ (0-19¢-22¢).		
Holiday Pay:	Double time (time and one-half).		
Paid Holidays:	Heritage Day will be added, if declared, for a total of 12 days.		
Paid Vacation:	<p>Effective in the first year, 4 weeks after 11 (12) years' service and 5 weeks after 22 (23) years. 2 weeks after 1 year, 3 weeks after 5 years, 6 weeks after 28 years (unchanged). Effective in the second year, 4 weeks after 10 years and 5 weeks after 20 years.</p>		
Bereavement Leave:	Brother-in-law and sister-in-law are added for 1 day's paid leave.		
Health and Welfare:	<p><u>Life Insurance and A.D. & D.</u> - \$12,000 (\$10,000) coverage.</p> <p><u>Life Insurance During Layoff</u> - \$2,000 (\$1,000) coverage. Effective October 5, 1980, \$3,000. Applies to employees with seniority. Employer pays for 12 months coverage. Employees may purchase additional coverage.</p> <p><u>Group Insurance During Sickness or Disability</u> - Coverage maintained by employer for 12 (6) months.</p>		

Weekly Indemnity - \$168 (\$112). Effective October 5, 1980, \$182.

Dental Plan - Coverage is based on the 1979 (1976) Ontario Dental Association fee schedule. Effective October 5, 1980, the 1980 ODA fee schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service.
Effective October 5, 1980, \$9.50.

Supplementary Benefit - \$7.50 (\$6.50) per month per year of service to a maximum of 30 years. Effective October 5, 1980, \$8.

Supplementary Unemployment Benefit: \$50 (\$40) per week.

Prescription Safety Glasses: Effective October 5, 1980, \$40 (\$20) allowance per purchase.

Safety Glove Allowance (new): Employer pays 50% of cost.

ELECTRICAL PRODUCTS

Franklin Manufacturing Company (Canada) Ltd. at Cambridge - Lodge 1246, Machinists (AFL-CIO/CLC) (500 plant employees): A 36-month renewal agreement effective from September 16, 1979 to September 15, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 16/79	Sept. 16/80	Sept. 16/81
General Increases		9%	9%	64¢
Labour Group 1 (includes Janitor)		\$6.27 (\$5.75)	\$6.83	\$7.47
Labour Group 10 (includes Maintenance Pipefitter "A")		\$7.29 (\$6.69)	\$7.95	\$8.59
Labour Group 11 (includes Electronic Control Technician)		\$7.80 (\$7.16)	\$8.50	\$9.14

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-32¢-35¢ (0-30¢-33¢). Effective September 16, 1980, 0-34¢-37¢.

Call-in Pay: \$17 (\$15) minimum.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 5 weeks (new) after 25 years. 2 weeks after 1 year, 3 weeks after 6 years and 4 weeks after 15 years (unchanged).

Bereavement Leave: Grandparents are included in the definition of the immediate family for 3 days' paid leave.

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage.
Dental Plan (new) - Basic, preventative coverage. Employees will contribute \$1.50 per week.

Pension Plan: Employer Contribution per Employee - Effective September 16, 1980, 18¢ per hour. Effective September 16, 1981, 20¢. (Previously, \$1.28 per day or portion thereof to a maximum of \$6.40 per week).

Safety Shoe Allowance: \$35 (\$20) per year.

Hammond Manufacturing Company Ltd. at Guelph and Puslinch Township - Employees' Association (Ind.) (550 plant and distribution centre employees):
 A 12-month renewal agreement effective from October 1, 1979 to September 30, 1980, settled at the conciliation officer stage.
 Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Mar. 31/80</u>
General Increases		8%	8¢
Adjustments		2.4% differential re-established between job grades	
Cleaning Operator (Light)		\$5.39-\$5.55 (\$4.98-\$5.14)	\$5.47-\$5.63
Fork Lift Operator		\$6.65-\$6.81 (\$6.13-\$6.29)	\$6.73-\$6.89
Toolmaker Class 2		\$7.89-\$8.05 (\$7.19-\$7.35)	\$7.97-\$8.13

New employees will be paid a "learner's" rate during their first 60 days as follows: \$5.52 (\$5.00) per hour for Light Sub-Assembler or Light Machine Operation or \$6.34 (\$5.76) per hour for Heavy Labour or other Heavy Machine Operation.

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-25¢-25¢ (0-22¢-22¢).

Paid Holidays: Floating day is added in the Christmas/New Year period for a total of 12 (11) days.

Paid Vacation: 1 week for less than 1 year, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 14 years, 5 weeks after 22 years and 6 weeks after 30 years (all unchanged).

Vacation Bonus: \$10 per week of vacation for employees entitled to 2 (3) or more weeks.

Health and
Welfare:

Retiree Life Insurance - Paid-up policy of \$1,000 for employees retiring at age 60 (62) with 10 years of service.

Weekly Indemnity - Future benefits will coincide with U.I.C. sick benefit levels once those levels equal or exceed the maximum benefit of the current plan, \$177 or 66 2/3% of maximum insurable earnings of \$265.

Dental Plan - Effective January 1, 1980, payments to be based on the 1979 (1978) Ontario Dental Association fee schedule.

Safety Shoe
Allowance:

\$20 per pair for a maximum of 2 pair per year. (Previously, 50% of cost to a maximum of \$13 per pair with no limit on the number of pairs.)

Westinghouse Canada Limited at London - Local 546, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 5, 1979 to April 4, 1982, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 5/79</u>	<u>Oct. 18/79</u>	<u>Apr. 5/80</u>
General Increases		55¢	25¢	5¢
Skilled Trades Adjustments		2¢-10¢		1¢-5¢
Classification Adjustments	Job classification system restructured into 1 wage schedule			
Labour Grade 1		\$6.407 (\$5.857)	\$6.657	\$6.707
Labour Grade 13 (includes Maintenance Electrician)		\$8.509 (\$7.859)	\$8.759	\$8.859
Effective		<u>Apr. 5/81</u>		<u>Jan. 5/82</u>
General Increases		15¢		10¢
Skilled Trades Adjustments		2¢-10¢		
Additional Adjustments				15¢ for Grades 3-8
Labour Grade 1		\$6.857		\$6.957

	<u>Apr. 5/81</u>	<u>Jan. 5/82</u>
Labour Grade 13 (includes Maintenance Electrician)	\$9.109	\$9.209

Cost of Living Allowance (new): 1¢ for each 0.34 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly. Six payments to be made between July 1980 and October 1981.

Paid Vacation: 5 weeks (new) after 25 years' service.

Canada Wire and Cable Limited at East York - Local 521, Electrical Workers (UE) (CLC)
(hourly-rated employees): A 24-month renewal agreement effective from September 24, 1979 to September 23, 1981, covering 481 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 24/79</u>	<u>Sept. 22/80</u>
	General Increases*	8%	7%
	COLA Fold-in	18¢	
	Skilled Trades Adjustment	10¢	
	Labourer	\$7.05-\$7.20 (\$6.35-\$6.50)	\$7.55-\$7.70
	Skilled Trades (includes Electrician)	\$9.01-\$9.21 (\$8.07-\$8.27)	\$9.65-\$9.85

*The increases shown are applied against the job rate of each classification with differentials between steps maintained.

Cost of Living Allowance: Effective October 27, 1980, an allowance equal to any percentage increase in the Consumer Price Index - 1971=100 for September 1980, beyond a 7% increase over the Index for September, 1979, multiplied by the average rate for all labour grades. (Basic formula is unchanged. Previously, a 6% trigger.)

Shift Premium: 0-24¢-36¢ (0-21¢-33¢).

Overtime Pay: Double time after 8 consecutive hours on a Saturday. (Previously, time and one-half for all hours.)

Paid Holidays: Heritage Day, if declared, is added for a total of 12 days.

Paid Vacation: Effective in 1980, 5 weeks after 21 (23) years' service.

Health and Welfare: Life Insurance and A.D. and D. - Effective November 1, 1979, \$12,000 (\$10,000) coverage.

OHIP - Effective January 1, 1980, employer pays 90% (85%) of cost of premiums.

Weekly Indemnity - Effective November 1, 1979, employer pays 90% (85%) of cost of premiums. Benefit increases to \$140 (\$120) per week, payable as previously, on a 1-4-39 basis. Effective October 1, 1980, employer pays 100%. Benefit increases to \$160 per week.

Dental Plan (new) - Effective November 1, 1979, employer pays 75% of the cost of premiums for a basic preventative plan. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$9.50 (\$8) per month per year of service.

Safety Shoe Allowance: \$18 (\$12) per pair.

NON-METALLIC MINERAL PRODUCTS

Pilkington Glass Industries Ltd.* (Pilkington Glass Manufacturing Division) at Scarborough - Local 295, Glass and Ceramic Workers (AFL-CIO/CLC) (650 plant employees): A 19-month renewal agreement effective from November 2, 1979 to June 1, 1981, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months. Previous agreement expired April 1, 1979.

*Previously, Pilkington Brothers Canada Ltd.

Wages:	Effective	Oct. 25/79	Apr. 2/80
General Increases		70¢	55¢
Skilled Trades Adjustments		10¢	9¢
Sweeper		\$7.02 (\$6.32)	\$7.57
Labourer		\$7.20 (\$6.50)	\$7.75
Tradesmen (includes Electrician, Machinist, Welder, etc.)		\$8.85 (\$8.05)	\$9.49
Instrument Maintenance Man		\$8.91 (\$8.11)	\$9.55

Settlement Pay: \$1,000 lump sum payment for employees on staff prior to the work stoppage and still on staff at the time of settlement. Includes retroactive pay for all hours worked prior to the work stoppage.

Cost of Living Allowance: Quarterly comparisons beginning with the average Consumer Price Index for January, February and March 1980 and the average CPI for April, May and June 1980. 1¢ per 0.3 change in the CPI - 1971=100, triggered at 6%. (Previous provision was inoperative.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: Effective October 25, 1979, 0-23¢-30¢ (0-20¢-25¢).

"Hot Pay" Premiums:	Increased by 50% (previously, \$1-\$10).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Up to 1 week for less than 1 year of service, 2 weeks after 1 year, 3 weeks after 6 years, 4 weeks after 15 years, 5 weeks after 25 years (all unchanged).
	Effective April 2, 1980, 3 weeks after 5 years and 4 weeks after 12 years.
Health and Welfare:	<u>Life Insurance</u> - \$17,000 (\$15,000) coverage.
	<u>Vision Care Allowance</u> - \$75 (\$60) per year.
	<u>Dental Plan (new)</u> - Effective April 2, 1980, employer pays 100% of premium costs for basic, preventative coverage based on the 1979 Ontario Dental Association fee schedule. \$10 single - \$20 family deductible per year. Maximum coverage of \$825 through December 31, 1980 and \$1,100 per year thereafter.
Pension Plan:	Basic Benefit - For retirement on or after April 2, 1980, \$11.50 (\$10) per month per year of service. Change is subject to prescribed cost constraints.
	Early Retirement - At age 62 without actuarial reduction (new). Implementation is subject to prescribed cost constraints.
Safety Shoe Allowance:	Employer pays any increase over prices in effect April 1, 1979 (new) in addition to an allowance of \$25 per pair every 6 months (unchanged).
Tool Allowance:	\$50 (\$35) per year, upon ratification.

ELECTRIC POWER, GAS AND WATER UTILITIES

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1979 to March 31, 1982, covering 209 employees, settled with mediation assistance after a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Oct. 1/79</u>	<u>Apr. 1/80</u>
Increases:				
Group 1		5.1%	5%	6%
Group 2 & 3		5%	3.3%	6%
COLA Fold-in		76¢		
Labourer		\$8.18 (\$7.03)	\$8.45	\$8.96
Lineman		\$9.92 (\$8.68)	\$10.42	\$11.05

	Effective	<u>Oct. 1/80</u>	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
Increases:				
Group 1		3.25%	4.8%	3.2%
Group 2 & 3		2.5%	3.25%	4%
Labourer		\$9.18	\$9.48	\$9.86
Lineman		\$11.41	\$11.96	\$12.34
Cost of Living Allowance:	Provision is suspended during 1979 and 1980. Effective in 1981, 1% for each full point rise in the Consumer Price Index - 1971=100, using March 1981 as the base index month. Triggered at 8% and adjusted quarterly. (Previously, quarterly adjustments of 1¢ for each 0.5 rise in the CPI - 1961=100.)			
Shift Premium:	0-28¢-33¢ (0-22¢-27¢). Effective April 1, 1981, 0-34¢-39¢.			
Weekend Premium:	75¢ (50¢) per hour. Effective April 1, 1981, \$1.00.			
Paid Vacation:	Effective in 1979, 4 weeks plus 1 day after 17 (18) years' service, plus 2 days after 18 (19) years, plus 3 days after 19 (20) years. Effective in 1982, 4 weeks plus 1 day after 16 years plus 1 additional day for each year thereafter up until 5 weeks after 20 (21) years.			
Health and Welfare:	<u>Extended Health Care Plan</u> - Employer pays 100% of cost of premiums. <u>Prescription Drug Plan</u> - \$1.00 co-pay (previously, 35¢ co-pay). <u>Dental Plan</u> - Effective October 29, 1979, Basic Plan Plus 2 is implemented. Effective April 1, 1981, Basic Plan Plus 3.			
Pension Plan:	Effective in 1982, Early Retirement Pension Type III Omers is implemented. Employer pays 100% of the cost for past service and 50% for future service.			
Meal Allowance:	\$4.25 (\$3.75) after 4 hours of overtime.			
Safety Shoe Allowance:	\$35 (\$30) toward the cost of 1 pair per year. Effective April 1, 1980, \$37.50. Effective April 1, 1981, \$40.			

EDUCATION AND RELATED SERVICES

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 497 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Increase	6% on the grid
	Teacher - Category D	\$10,536-\$14,654
	0-6 years	(\$9,858-\$13,711)

		<u>Sept. 1/79</u>
	Teacher - Category A1 0-10 years	\$13,595-\$23,887 (\$12,720-\$22,260)
	Teacher - Category A4 0-12 years	\$15,860-\$29,551 (\$14,840-\$27,560)
Responsibility Allowances:	Principal (0-8 rooms) (8 or more rooms)	\$6,662 (\$350) per room \$6,662 (\$6,285)
	Vice-Principals	\$3,331 (\$3,143)
	Principal's Assistant	\$530 (\$500)
Cost of Living Provision:	Inoperative.	

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.) (560 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>	<u>Sept. 1/80</u>
	General Increases	5%	2%	7%
	<u>Annual Rates</u>			
	Teacher, Category 1 0-10 years	\$14,853-\$23,763 (\$14,151-\$22,631)	\$15,148-\$24,238	\$16,204-\$25,934
	Teacher, Category 4 0-11 years	\$18,142-\$30,385 (\$17,278-\$28,938)	\$18,507-\$30,992	\$19,807-\$33,161
	Vice-Principal 0-3 years	\$34,851-\$36,570 (\$32,880-\$34,500)		\$36,943-\$38,764
	Principal 0-3 years	\$37,432-\$41,989 (\$35,480-\$39,800)		\$39,489-\$44,298

Night School Teachers - \$17 (\$16) per hour. Effective August 31, 1980, \$18.

Summer and Night School Principals - New formula

Minimum Day School
Principal's Salary (0-3 years) $\times 5/8 \times \frac{30}{\text{Number of School Days in Year}}$

(Previously, \$3,000).

Cost of Living Allowance:	Percent per percent increase in the Thunder Bay Consumer Price Index - 1971=100, accurate to the nearest tenth of a percent, using May 1980 as the base. Triggered at 7%. Capped at 10%. Adjusted and payable monthly until May 31, 1981. (Basic formula is unchanged. Triggered at 8%. No cap.) If triggered, one-half of the excess percentage, to a maximum of 1.5% will be folded into the rates in effect on August 31, 1981.
Health and Welfare:	<u>Cumulative Sick Leave</u> - A teacher covered under the Long Term Disability Plan shall draw on his sick leave days to a maximum of 120 on any one occasion, thereafter using his L.T.D. benefits. Any balance of credits may be integrated with L.T.D. benefits to maximum allowable level, or retained in sick leave bank. (new) <u>OHIP and Semi-private Coverage</u> - Board pays 90% of current premium rates. (Previously, 1978). <u>Dental Plan</u> - Payments are based on the current Ontario Dental Association fee schedule. (Previously, 1977).
Deferred Salary - Leave Plan:	Some changes regarding deferral of salary to finance one year's leave of absence.
Early Retirement Incentive Plan (new):	An employee must be 55 years of age and have a minimum of 10 years' service. During each year of participation the teacher agrees to work in an assignment to a maximum of 20 days and is paid at the rate of \$250 per day. Enrollment in the Plan is limited to the period September 1, 1979 to August 31, 1984.
Special Payment:	An employee who resigns on or before April 15, is entitled to a payment using a formula based on accumulated sick leave days up to a maximum of 200 days (new). This clause applies up to August 31, 1984.
Professional Development Fund:	\$28,000 (\$27,400). Effective September 1, 1980, \$29,000.

Lakehead Board of Education - Local 268, Service Employees International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 235 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/79	July 1/79	Jan. 1/80
General Increases		42¢	25¢	7.4% for classifications 1, 2, 4, 5, 6 and 9; 8.2% on all others

	<u>Jan. 1/79</u>	<u>July 1/79</u>	<u>Jan. 1/80</u>
Additional Adjustments	3¢-25¢ for some classifications	3¢-25¢ for some classifications	
Skilled Trades Adjustment		25¢	
Cafeteria Assistant	\$4.423-\$4.701 (\$4.003-\$4.281)	\$4.673-\$4.951	\$5.056-\$5.357
Head Custodian (Secondary School)	\$6.946-\$7.308 (\$6.526-\$6.888)	\$7.446-\$7.807	\$8.026-\$8.387

Probationary period is 30 days. Maximum rates are reached after 18 months.

Cost of Living Allowance:	Effective in 1980, 1¢ for each full point increase in the Consumer Price Index - 1971=100. Triggered at 7% and capped at 10%. To be paid quarterly and folded in on June 30, 1980 and December 31, 1980. (Previous provision suspended.)
Shift Premium:	0-22¢-30¢ (0-18¢-23¢).
Paid Vacation:	4 weeks after 12 (13) years' service. Effective in 1980, 4 weeks after 11 years.
Clothing Allowance:	\$70 (\$55) per year.

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	General Increases	3%	3%
	Teacher - Level D 0-6 years	\$10,874-\$15,528 (\$10,557-\$15,076)	\$11,200-\$15,994
	Teacher - Level A1 0-10 years	\$13,766-\$22,933 (\$13,365-\$22,265)	\$14,179-\$23,621
	Teacher - Level A4 0-13 years	\$16,987-\$29,225 (\$16,492-\$28,374)	\$17,497-\$30,102
	Effective	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	3%	3%

	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Teacher - Level D 0-6 years	\$11,536-\$16,474	\$11,882-\$16,968
Teacher - Level A1 0-10 years	\$14,604-\$24,330	\$15,042-\$25,060
Teacher - Level A4 0-13 years	\$18,022-\$31,005	\$18,563-\$31,935

Responsibility
Allowances:

	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
Principals -		
1 - 11 classrooms	\$2,575-\$4,894	\$2,652-\$5,040
(1 - 5 classrooms)	(\$2,000-\$4,250)	
(6 - 11 classrooms)	(\$2,500-\$4,750)	
12 - 17 classrooms	\$4,120-\$6,439 (\$4,000-\$6,250)	\$4,244-\$6,632
18 or more classrooms	\$5,665-\$7,984 (\$5,500-\$7,750)	\$5,835-\$8,223
Vice-Principal	\$1,500 (\$1,000)	\$1,500

	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Principals -		
1 - 11 classrooms	\$2,732-\$5,192	\$2,814-\$5,349
12 - 17 classrooms	\$4,371-\$6,831	\$4,502-\$7,037
18 or more classrooms	\$6,010-\$8,470	\$6,190-\$8,725
Vice-Principal	\$2,000	\$2,000

Academic and/or
Service Leave
(new):

Teachers with 7 or more years' continuous service may apply for paid leave for the purpose of Catholic missionary service, religious study, study for the purposes of qualifying for specific teaching positions or leave at the boards' discretion.

Health and
Welfare:

Life Insurance and A.D. & D. - \$60,000 (\$50,000) maximum coverage.

Vision Care Plan (new) - Employer pays 100% of the cost of premiums.

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1979 to June 30, 1981, covering 462 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
	General	6%	3%	8%
	Increases			

	<u>July 1/79</u>	<u>Jan. 1/80</u>	<u>July 1/80</u>
Cleaning Helper Elementary & Secondary	\$4.45 (\$4.20)	\$4.58	\$4.95
Group B (includes Electrician)	\$9.03 (\$8.52)	\$9.30	\$10.04
Cost of Living Allowance (new):	Effective January 1, 1981, 6¢ per hour per 1 percent increase in the Consumer Price Index - 1971=100. Triggered at 9%.		
Shift Premium:	0-24¢-28¢ (0-22¢-26¢). Effective January 1, 1980, 0-26¢-29¢. Effective July 1, 1980, 0-28¢-31¢.		
Sunday Premium:	53¢ (50¢) per hour. Effective January 1, 1980, 55¢. Effective July 1, 1980, 59¢.		
Paid Vacation:	Effective July 1, 1980, 22 days after 11 (12) years' service, 23 days after 12 (14) years, 24 days after 13 (16) years, 25 days after 14 (18) years, 26 days after 15 (20) years, 27 days after 17 (22) years, 28 days after 19 (24) years, 29 days after 21 (26) years, 30 days after 23 (28) years and 31 days after 25 (30) years.		
Health and Welfare:	Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.		
Safety Shoe Allowance:	\$30-\$35 (\$25-\$30) annually.		

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (810 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	<u>Effective</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	<u>Annual Rates</u>		
Teacher - Category D 0-5 years	\$10,940-\$16,100 (\$10,440-\$15,150)		\$11,490-\$16,900
Teacher - Category A1 0-11 years	\$14,360-\$25,230 (\$13,560-\$23,470)		\$15,080-\$26,490
Teacher - Category A4 0-12 years	\$17,850-\$29,930 (\$16,740-\$27,750)		\$18,740-\$31,430

Allowances:

Vice Principal - \$1,100-\$2,000 (\$900-\$1,800).

Head Consultant - \$1,400-\$3,200 (\$1,200-\$3,000).

Consultant - \$1,400-\$2,600 (\$1,200-\$2,000).

Head Teacher & Special Resource Teacher - \$500 (\$400).

Cost of Living Allowance:

Previous rates include \$473 folded into grid in May 1979.

Guaranteed lump sum COLA payments of \$200 on December 15, 1980 and \$300 on June 15, 1981. (Previously, \$110 per quarter year per each point increase in the Consumer Price Index. Triggered at 6%.)

Health and Welfare:

Long Term Disability Plan (new) - Premiums 100% employee-paid; employer administered; details to be negotiated.

Dental Plan - Employer pays 50% (40%) of premium costs. 90% coverage of 1979 (1977) Ontario Dental Association fee schedule.

Superannuated Teachers - Employees with 10 or more consecutive years of service may retain any health benefit in force until age 65, provided they pay 100% of the premium costs (new).

Special Unpaid Leave:

1 year for employees with at least 10 years of service, to be taken only once.

The Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees Union (NUPGE) (CLC) (4,300 support staff employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:

Effective	Sept. 1/79	May 1/80	Jan. 1/81
General Increases	6%	25¢	32¢
Clerk 1 (General)	\$4.54-\$5.09 (\$4.28-\$4.80)	\$4.79-\$5.34	\$ 5.11-\$5.66
Technologist 3	\$9.72-\$11.16 (\$9.17-\$10.53)	\$9.97-\$11.41	\$10.29-\$11.73
Development Officer	\$10.30-\$11.87 (\$ 9.72-\$11.20)	\$10.55-\$12.12	\$10.87-\$12.44

Adjustments:

Effective October 11, 1979, 25¢ per hour for Journeyman Tradesman and Stationary Engineer 2nd Class, 23¢ for Stationary Engineer 3rd Class, 21¢ for Stationary Engineer 4th Class and 10¢ for Maintenance Handyman.

Hours of Work:

35, 36 1/4 or 37 1/2 per week for office and administrative employees; 40 per week for maintenance and building employees (unchanged).

Overtime Pay:

Employee may take equivalent time off (new).

Shift Premium:

0-25¢-25¢ (0-23¢-23¢).

Group Leader Premium:

40¢ (35¢) per hour.

Paid Holidays:

12 (11) days. 3 additional days between Christmas and New Year's in lieu of 2 floating holidays.

Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 12 years and 5 weeks after 22 years (unchanged).
Bereavement Leave:	Common-law spouse, son-in-law and daughter-in-law are added.
Maternity Leave:	Maximum 6 months (17 weeks).
Health and Welfare:	Long Term Disability - Effective November 1, 1979, employer pays 75% (66 2/3%) of premium cost. Dental Plan (new) - Employer pays 100% of premium costs for a plan comparable to Blue Cross #7, plus Rider #1. 50% co-insurance. Coverage to include spouse and dependent children to age 21. Maximum \$1,000 per year. Payments are based on the 1978 Ontario Dental Association fee schedule.
Mileage Allowance:	<u>Southern Ontario</u> 0-4,000 km 15¢ (14¢) km 4,001-12,000 km 12.5¢ (12¢) km 12,001 km or more 10¢ km (unchanged) <u>Northern Ontario</u> - .5¢ additional to above rates.
Union Business:	To assist in the administration of the collective agreement, one employee will be allowed time off to a maximum of 2 hours per week; if more than 200 employees are in the bargaining unit, 4 hours per week (new).
Citizenship Papers:	Paid leave to a maximum of 2 shifts (1 shift).
Job Security:	Staff Reductions - An employee who has been laid off or assigned to a position of equal or lower maximum rate has the right to return to his former position if a vacancy occurs within 6 months (new).

Ryerson Polytechnical Institute Board of Governors at Toronto - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1979 to June 30, 1980, covering 576 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/79</u>
	General Increase	6.8%
	Category 5 - 3 year degree	\$16,801.79-\$31,023.14 (\$15,732.01-\$29,047.88)
	0 - 14 years	
	Category 1 - Ph. D. or M. Phil.	\$22,188.29-\$34,899.58 (\$20,775.55-\$32,677.51)
	0-11 years	

Cost of Living Provision: Inoperative.

Health and Welfare:	Extended Health Care - Employer pays 100% of premium costs for plan with \$25 deductible (previously \$50/\$100) and eye care package (new).
Tuition Allowance:	Employer pays 100% of cost of tuition for employees and dependants (new).

Metropolitan Toronto Library Board - Local 1582, Canadian Union of Public Employees (CLC) (office and clerical employees): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 220 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
General Increases		7%	2.5% non-compounded
Code A (Mail Clerk)		\$9,037-\$10,279 (\$8,446-\$ 9,607)	\$9,248-\$10,520
Code E (Library Assistant)		\$13,525-\$15,362 (\$12,640-\$14,357)	\$13,842-\$15,721
Probationary period is 6 months. Maximum rates are reached on merit.			

Health and Welfare: Dental Plan - Employer pays 100% of the cost of premiums for Riders No. 1 and 2 and, 50% of the dentures claim of Rider #2 (new).

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/79	Oct. 1/79
General Increase		7%	2.5% non-compounded
CIA (includes Clerk Typist)		\$9,907.40-\$11,788.07 (\$9,259.25-\$11,016.89)	\$10,138.88-\$12,063.50
M2 (Maintenance Mechanic)		\$13,708.24-\$15,014.86 (\$12,811.44-\$14,032.58)	\$14,028.53-\$15,365.68
L1 (General Librarian)		\$15,249.83-\$18,436.21 (\$14,252.18-\$17,230.10)	\$15,606.14-\$18,866.96
Probationary period is 3 months. Annual increments are based on merit. Maximum rates can be reached after 3 or 4 years, depending on classification.			

Paid Vacation: 4 weeks after 5 (8) years' service.

Sick Leave: Employees with 5 years' or more service whose sick pay credits have been exhausted receive credit for the month in which they are absent due to illness (new).

Health and Welfare: Dental Plan - Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Mileage Allowance: 15.5¢ per kilometre (22.5¢ per mile).

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Ontario Nurses' Association (full-time and part-time nurses): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 263 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Graduate Nurse*	\$1,303-\$1,442	\$1,393-\$1,541
0-5 years	(\$1,213-\$1,343)	
Registered Nurse*	\$1,360-\$1,573	\$1,450-\$1,676
0-7 years	(\$1,270-\$1,470)	

Part-time
(hour rates)

Registered Nurse	\$62.77-\$72.60** (\$58.62-\$67.85)	\$66.92-\$77.35**
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*Special Start Rates - Effective October 1, 1978, R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses receive \$1,212 per month (new). Effective October 1, 1979, \$1,292.

**Exclusive of 10.24% add-on in lieu of fringe benefits (unchanged). Effective October 1, 1979, 12%.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Standby Pay: Employees required to standby on a recognized holiday receive holiday pay or a lieu day off with pay in addition to standby pay and call-back pay in the event that they are called back to work (new).

Paid Holidays: Effective in the first year, 1 floating day is added for a total of 11 days. Effective in the second year, January 2 replaces the floating day.

Vacation Pay: 10% (new) after 4400 hours worked for part-time employees.

Health and Welfare: Dental Plan (new) - Employer pays 50% of the cost of premiums for Blue Cross Basic Dental Plan No. 7. Payments are based on the current Ontario Dental Association fee schedule.

Illness Allowance: Upon termination, employees with 1 year's service receive 50% of accumulated credits up to a maximum of 75 (60) days.

Ottawa Civic Hospital - Ontario Nurses' Association (Ind.) (635 full-time and 420 part-time nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Registered General Staff Nurse* 0-7 years	\$1,360.00-\$1,573.00 (\$1,270.00-\$1,470.00)	\$1,450.00-\$1,676.00
	Assistant Head Nurse (without further preparation)* 0-7 years	\$1,412.34-\$1,626.34 (\$1,319.94-\$1,519.94)	\$1,504.73-\$1,732.73
	<u>Part-time</u>		
	Registered Nurse	\$1,521.86-\$1,761.65** (\$1,422.30-\$1,646.40)	\$1,621.42-\$1,876.90**

*Special Start Rates - Effective October 1, 1978, \$1,273 (\$1,190) per month for full-time registered staff nurses hired with less than 1 year of clinical experience. Effective October 1, 1979, \$1,357 per month. Similarly part-time registered staff nurses hired with less than 200 hours of clinical experience receive \$65.78 (\$61.51) per day. Effective October 1, 1979, \$69.90.

**Effective October 1, 1978 rates include a 10% add-on in lieu of fringe benefits. Effective October 1, 1979, a 12% add-on.

Probationary Period: For full-time teachers in the school for Nursing Assistants - 1 year for teachers with 2 years' teaching experience and 2 years with less than 2 (previously 60 hours worked).

Rest Period: Night tour - One 20 (15) minute period.

Shift Premium:	Effective October 1, 1978, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per tour. Effective October 1, 1979, 0-\$1.85-\$1.85. For 10 or 12 hour tours, effective October 1, 1978, 0-23¢-23¢ (0-22¢-22¢) per hour. Effective October 1, 1979, 0-24¢-24¢.		
Responsibility Allowances:	Effective October 1, 1978, 33¢ (25¢) per hour for a G.S.N. designated as Nurse-in-Charge. Effective October 1, 1979, 40¢ per hour to a G.S.N. designated to relieve a position higher than a Head Nurse. On the evening or night tour she will receive the tour premium also (new). Effective October 1, 1979, 33¢ per hour to a teacher designated to relieve the Principal of the School for R.N.A.s (new).		
Paid Holidays:	If Heritage Day is not declared prior to February 1980 then the 2nd Monday in February will replace a floating holiday for a total of 11 days. 1 additional floating day to be taken prior to December 31, 1979 is added. If not taken the day will be paid at regular rates on January 18, 1980.		
Paid Vacation:	4 weeks after 1 year's service, for Assistant Head Nurses, Public Health Nurses and the Infection Control Officer; for others 3 weeks after 1 year and 4 weeks after 3 years; 5 weeks after 18 years for all (unchanged).		
Health and Welfare:	<u>Semi-private coverage</u> - Effective January 1, 1980, employer pays premium for the Ontario Blue Cross Plan (new). <u>Dental Plan (new)</u> - Effective the first of the month following satisfaction of enrolment requirements, the Hospital will pay 50% of premiums for Blue Cross No. 7 Plan or its equivalent. Payments are based on the current Ontario Dental Association fee schedule. <u>Quebec Insurance Plans</u> - For nurses who reside in Quebec the Hospital will cease to pay 100% of the billed premium of the Quebec Blue Cross Plan effective December 1, 1979, and will contribute to the cost of the Quebec Health Program an amount not to exceed the cost of the equivalent OHIP premium.		
Unpaid Association Leave:	Up to 35 days per year for a nurse elected to the Board of Directors of the ONA. Up to 1 year if elected to the office of President (new).		

St. Catharines General Hospital - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
<u>Full-time</u> (monthly rates)		
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,412-\$1,626 (\$1,319.94-\$1,519.94)	\$1,505-\$1,732
<u>Part-time</u> (hour rates)		
Registered Nurse 0-1400 hours	\$71.28-\$82.48** (\$65.14-\$75.29)	\$77.36-\$89.44
*Special Start Rates - R.N.'s with less than 1 year of clinical experience \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month.		
**Rates include pay in lieu of fringe benefits.		
Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.	
Paid Holidays:	Remembrance Day replaces the floating holiday for a total of 11 days (unchanged).	
Bereavement Leave:	3 days' (new) paid leave to attend funeral on death of brother-in-law and sister-in-law.	
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 50% of premium cost for plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.	
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - Effective October 1, 1979, 12% (10%) for regular part-time nurses.	

SERVICES TO BUSINESS MANAGEMENT

TAS Communications Services at Toronto - Communications Workers of Canada (CLC): A 24-month renewal agreement effective from June 25, 1979 to June 24, 1981, covering 230 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	<u>June 25/79</u>	<u>June 25/80</u>
Increases	28¢-33¢ except on start rate	22¢-27¢ except on start rate
Answering Service Operator	\$3.00-\$5.05 (\$3.00-\$4.72)	\$3.00-\$5.32

Probationary period is 90 calendar days. Maximum rate is reached after 60 months.

Cost of Living Allowance: Effective in June 1980, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, above the June 1980 base. Payable quarterly. (Previously, 1¢ per 0.5 point increase in CPI - 1961=100.)

Supervisor Supplement: \$10 (\$8.75) per week.

Acting Manager Supplement: \$18 (\$15) per week.

Paid Holidays: Effective June 25, 1980, Anniversary date is added for a total of 11 days. Effective in 1980, Boxing Day is added.

Health and Welfare: Effective November 1, 1979, employee pays \$1 per month for single coverage and \$2 per month for family coverage for extended health care plan and life insurance (new).

Life Insurance and A.D. & D. (new) - \$3,000 coverage.

Extended Health Care (new) - \$50 deductible. No co-insurance.

Weekly Indemnity Plan - Effective on ratification, benefits of 66 2/3% of weekly earnings payable from 3 (4) day of sickness and accident (away from work) for 6 weeks to 16 weeks depending on length of service.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (architecture and town planning group): A 24-month renewal agreement effective from July 23, 1979 to July 19, 1981, covering a total of 308 employees including 249 Ontario employees, settled by arbitration. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 23/79</u>	<u>July 21/80</u>
Increases		7.5% for AR - 1 and 2; 7% for AR - 3 and 4 and 6% for AR - 5, 6 and 7	7%
AR - 1		\$14,284-\$21,389 (\$13,287-\$19,897)	\$15,284-\$22,886
AR - 7		\$37,198-\$41,668 (\$35,092-\$39,309)	\$39,802-\$44,585

Paid Vacation: Effective upon signing, 4 weeks after 10 (11) years' service.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 347 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	July 1/79
	General Increases	5%	4%
	Constable - 4th Class	\$15,561 (\$14,820)	\$16,183
	Constable - 1st Class	\$20,897 (\$19,902)	\$21,733
	Staff Superintendent	\$33,345 (\$31,758)	\$34,679
Shift Premium:	\$175 (\$150) per year for members working on a 3-shift rotation basis.		
Training Officer Premium (new):	\$2 per shift.		
Paid Vacation:	6 weeks (new) after 27 years' service.		
Health and Welfare:	<u>Life Insurance</u> - Maximum coverage increases to \$75,000 (\$50,000) <u>Long Term Disability</u> - \$2,000 (\$1,000) maximum monthly benefit. <u>Vision Care Plan</u> - Maximum claim for eyeglasses is \$60 (\$40) every 2 years. <u>Dental Plan</u> - Riders No. 2 and No. 3 are added.		
Pension Plan:	<u>Supplementary Pension</u> - Benefit increases to 2% (1 3/4%) times the number of years of 60 consecutive months average salary.		
Plainclothes Allowance:	\$500 (\$450) per year.		

Ottawa City - Police Association (Ind.) (540 employees)*: A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

*Inspector, Staff Inspector, Superintendent and Staff Superintendent are now included in a different Association.

Wages:	Effective	Jan. 1/79
	General Increase	8%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$17,169.07 (\$15,897.29)
	Police Constable (1st Class)	\$21,743.13 (\$20,132.53)
	Senior Staff/Sergeant	\$28,755.10 (\$26,625.09)

Hours of Work: 40 hours per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 15 working days after 1 year's service, 20 after 13 years, 21 after 14 years, 22 after 15 years, 23 after 16 years, 24 after 17 years, 25 after 18 years, 30 after 25 years (unchanged).

Health and Welfare: Life Insurance - Employer contributes \$11.86 per month for single coverage and \$12.56 for married. \$25,000 coverage. (Previously, 76.5% of premium cost).

Semi-private Hospital and Extended Medical - Employer contributes \$1.93 per month for single coverage and \$4.41 for married. (Previously, employer paid 100%).

Long Term Disability Plan - Employer pays 66 2/3% of premium cost (unchanged) not to exceed \$10.22 per month (new). Coverage is equal to 60% of salary (unchanged) to a maximum of \$1,000 per month (new).

Dental Plan (new) - Employer contributes \$2 per month for single coverage and \$5 for married.

Overtime Meal Allowance: \$3 (\$2.50).

Several outstanding issues have been submitted to arbitration. Details will be reported when available.

ADDENDUM

May 1979 Settlements

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association (Apartment Builders) - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 300 employees, settled at the conciliation officer stage and ratified in May, 1979. Duration of negotiations - 3 months.

Wages:	Effective	May 15/79	Nov. 1/79	May 1/80	Nov. 1/80
General Increases		35¢	20¢	40¢	20¢
Apartment Builder		\$8.20 (\$7.85)	\$8.40	\$8.80	\$9.00

Paid Vacation: Employee may request up to 3 (2) weeks or longer if allowed by the employer.

Health and Welfare: OHIP - Effective August 1980, employer pays 10¢ per hour towards a fund based on 110 hours per month. Hours worked in excess of this are put in an hour bank so that coverage will be provided during lay-off, sick leave or vacation, providing there are sufficient hours in the bank.

Ontario Mechanical Contractors Association - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CLC): A 22 1/2-month renewal agreement effective from June 15, 1978 to April 30, 1980, covering 9,250 employees, settled at the post conciliation bargaining stage and ratified in May, 1979. Duration of negotiations - 15 months. Previous agreements expired April 30, 1978.

MCA Zone 3 Sudbury - Local 800

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$11.33 (\$10.88)	\$11.65

Health and Welfare: Employer contributes 90¢ (81¢) per hour. Effective May 1, 1979, \$1.00 per hour.

Pension Plan: Employer contributes 67¢ (40¢) per hour. Effective May 1, 1979, employer contributes 87¢ per hour.

MCA Zone 4 Windsor - Local 552

Wages:	Effective	<u>June 15/78</u>	<u>Aug. 1/78</u>	<u>May 1/79</u>
	Journeyman	\$11.97 (\$11.38)	\$11.95	\$12.54

Health and Welfare: Effective June 15, 1978, employer contributes 58¢ (48¢) per hour. Effective August 1, 1978, 53¢ per hour.

Pension Plan: Effective June 15, 1978, employer contributes 83¢ (73¢) per hour.

Training Allowance: Effective August 1, 1978, employer contributes 15¢ (9¢) per hour.

Industry Fund: Employer contributes 10¢ (8¢) per hour.

Mileage Allowance: 24¢ (23¢) per mile. Effective May 1, 1979, 25¢ per mile.

MCA Zone 5 Sarnia - Local Union 663

Wages:	Effective	<u>May 1/79</u>
	Journeyman	\$13.01 (\$12.74)

Pension Plan: Effective May 1, 1979, employer contributes \$1.00 (70¢) per hour.

Travel Allowance: Zone 1 \$4 (\$3) per day.
Zone 2 \$5.75 (\$4.75) per day.

Board Allowance: \$19 (\$16) per work day.

MCA Zone 6 London - Local Union 593

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$11.75 (\$10.97)	\$12.34

Travel Allowance: Zone 2 \$5 (\$4) per day.
Zone 3 \$9 (\$8) per day.
Zone 4 \$13 (\$12) per day.

Mileage Allowance: 22¢ (20¢) per mile. Effective May 1, 1979, 24¢ per mile.

Board Allowance: \$23 (\$20) per day.

MCA Zone 9 Hamilton - Local 67

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$12.66 (\$12.12)	\$13.12

Health and Welfare: Employer contributes 64¢ (50¢) per hour.

Pension Plan: Employer contributes 60¢ (50¢) per hour. Effective May 1, 1979, employer contributes 75¢ per hour.

Mileage Allowance: 22¢ (20¢) per mile. Effective May 1, 1979, 24¢ per mile.

Board Allowance: \$105 (\$84) per week.

MCA Zone 11 Toronto - Local 46

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$12.67 (\$11.96)	\$13.20

Pension Plan: Employer contributes 94¢ (88¢) per hour. Effective May 1, 1979, \$1.00 per hour.

Training Fund: Employer contributes 5¢ (4¢) per hour. Effective May 1, 1979, 6¢ per hour.

Mileage Allowance: 22¢ (18¢) per mile. Effective May 1, 1979, 24¢ per mile.

Board Allowance: \$14 (\$11) per day worked.

MCA Zone 12 Kingston - Local 221

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$11.99 (\$11.31)	\$12.49
Health and Welfare:	Employer contributes 55¢ (45¢) per hour.		
Pension Plan:	Effective May 1, 1979, employer contributes 60¢ (50¢) per hour.		
Mileage Allowance:	23¢ (21¢) per mile. Effective May 1, 1979, 25¢ per mile.		

MCA Zone 13 Ottawa - Local 71

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	Journeyman	\$11.79 (\$11.22)	\$12.33
Health and Welfare:	Employer contributes 50¢ (40¢) per hour.		
Pension Plan:	Employer contributes 65¢ (55¢) per hour. Effective May 1, 1979, 70¢ per hour.		

June 1979 Settlements

HEALTH AND WELFARE SERVICES

Central Park Lodges of Canada at Hamilton, London, Ottawa and Toronto - Locals 183, 204, 220 and 532 Service Employees International Union (AFL-CIO/CLC): A 25-month renewal agreement effective from January 1, 1979 to January 31, 1981, covering 233 employees, settled at the conciliation officer stage and ratified in June, 1979. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Sept. 1/79</u>
	Increases	24¢-28¢	10¢-20¢
	Domestic	\$4.30-\$4.60 (\$4.04-\$4.32)	\$4.50-\$4.80
	Assistant Cook	\$5.00-\$5.35 (\$4.73-\$5.10)	\$5.10-\$5.55
	Effective	<u>Apr. 1/80</u>	<u>Sept. 1/80</u>
	Increases	15¢-25¢	25¢-35¢
	Domestic	\$4.65-\$5.05	\$4.90-\$5.40
	Assistant Cook	\$5.25-\$5.75	\$5.50-\$6.00

Probationary rate (new) is 20¢ per hour less than the start rate for new hires.

Probationary period is 65 days worked. Maximum rates are reached after 2 annual increases.

Health and
Welfare:

Extended Health Care Plan (new) - Effective July 1, 1979,
employer pays 75% of the cost of premiums.

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association (House Builders) - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled with mediation assistance during a work stoppage and ratified in June, 1979. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 15/79</u>	<u>Nov. 1/79</u>	<u>May 1/80</u>
	General	35¢	20¢	45¢
	Increases			
	House Builder	\$7.70 (\$7.35)	\$7.90	\$8.35
	Effective	<u>Nov. 1/80</u>	<u>Jan. 1/81</u>	
	General	25¢	5¢	
	Increases			
	House Builder	\$8.60	\$8.65	

Paid vacation and OHIP are the same as reported for the Apartment Builders agreement.

Ontario Form Work Association - Form Work Council of Ontario: A 24-month renewal agreement effective from June 4, 1979 to April 30, 1981, covering 1,600 employees, settled at the post conciliation bargaining stage and ratified in June, 1979. Duration of negotiations - 4 months.

This settlement was reported on page 384 of the June 1979 Report however it was incomplete and therefore is being reported again in its entirety.

Wages: International Operating Engineers, Local 793

	Effective	<u>June 4/79</u>	<u>Nov. 1/79</u>
	General Increases	50¢	30¢
	Operator-Forklift	\$11.34 (\$10.84)	\$11.64
	Operator-Skyway- type Crane	\$12.84 (\$12.34)	\$13.14

Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>
General Increases	45¢	20¢
Operator-Forklift	\$12.09	\$12.29
Operator-Skyway- type Crane	\$13.59	\$13.79

Pension Plan: Employer contributes 70¢ (60¢) per hour earned.

Travelling Allowance: 25-50 miles \$15 (\$13) per day worked: 50-100 miles \$20 (\$18) per day worked: over 100 miles \$24 (\$22) seven days per week.

Labourers

Wages:	Effective	<u>June 4/79</u>	<u>Nov. 1/79</u>
	General Increases	44¢	31¢

Form Helper

Local 183, Toronto	\$9.44 (\$9.00)	\$9.75
Local 1081, Kitchener	\$9.34	\$9.65
Local 247, Kingston	\$9.04	\$9.35
Local 1036, Sault Ste. Marie	\$8.46	\$8.77
Local 597, Oshawa	-	\$9.60

Form Builder-Setter

Local 183	\$10.94 (\$10.50)	\$11.25
Local 1081	\$10.84	\$11.15
Local 247	\$10.54	\$10.85
Local 1036	\$9.96	\$10.27
Local 597	-	\$11.10

Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>
Increases	40¢-45¢	11¢-26¢

Form Helper

Local 183	\$10.20	\$10.41
Local 1081	\$10.05	\$10.31
Local 247	\$9.80	\$10.01
Local 1036	\$9.22	\$9.43
Local 597	\$10.00	\$10.11

Form Builder - Setter

Local 183	\$11.70	\$11.91
Local 1081	\$11.55	\$11.81
Local 247	\$11.30	\$11.51
Local 1036	\$10.72	\$10.93
Local 597	\$11.50	\$11.61

Hours of Work: Effective May 1, 1980, 42 (44) hours per week consisting of 8 1/2 (9) hours per day Monday to Thursday and 8 hours (unchanged) on Friday.

Shift Premium: 0-50¢-60¢ (new for all Locals except 183).

Hazardous Pay: 25¢ per hour for work on the swingstage scaffold operation (new for all Locals except 183).

Vacation Pay: Effective May 1, 1979, 9% for Locals 597 and 1081 (new) and 10% (unchanged) for Local 183. Effective June 4, 1979, 10% for Locals 247 and 1036.

Welfare Fund: Employer Contributions - Effective May 1, 1979, 55¢ per hour worked for Local 1036 and 183 and, 30¢ for Local 1081. Effective November 11, 1979, 60¢ per hour worked for Local 597. Effective May 1, 1980, 63¢ per hour worked for Locals 183 and 597 and, 35¢ for Local 1081.

Pension Fund: Employer Contributions - Effective May 1, 1979, 10¢ per hour worked for Local 183, 20¢ for Local 1036, and 30¢ for Local 1081. Effective June 4, 1979, 35¢ per hour worked for Local 247. Effective November 1, 1979, 20¢ per hour worked for Local 597. Effective May 1, 1980, 30¢ for Local 597 and 40¢ for Local 1081. Effective November 1, 1980, 40¢ for Local 597.

Industry Fund: Effective May 1, 1979, employer contributes 3¢ per hour worked.

Board Allowance: \$20 per day to a maximum of \$100 per week for all Locals except 1081. (Previously, \$15 per day to a maximum of \$75 per week for Local 183.)

Mileage Allowance: 11¢ per kilometre for Locals 183, 247 and 597 and 18¢ per mile for Local 1036. (Previously, 15¢ per mile for Local 183.)

Toronto Residential Concrete Forming Contractors - Local 183, Labourers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 19, 1979 to April 30, 1981, covering 800 employees, settled with mediation assistance during a work stoppage and ratified in June, 1979. Duration of negotiations - 3 months. Previous agreement expired April 30, 1979.

Wages:	Effective	<u>June 19/79</u>	<u>Nov. 1/79</u>
	General Increases	35¢	30¢
	Labourer	\$8.85 (\$8.50)	\$9.15
	Effective	<u>May 1/80</u>	<u>Nov. 1/80</u>
	General Increases	40¢	30¢
	Labourer	\$9.55	\$9.85

Health and Welfare: Effective May 1, 1980, employer contributes 63¢ (55¢) per hour.

Industry Fund (new): Employer contributes 2¢ per hour earned by each employee towards a fund for the purposes of negotiating and administering the agreement.

Board Allowance: \$20 (\$15) per day to a maximum of \$100 (\$75) per week.

Mileage Allowance: 11¢ per road kilometer (15¢ per road mile).

September 1979 Settlement

EDUCATION AND RELATED SERVICES

Dufferin - Peel Roman Catholic Separate School Board - Local 1483, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from October 1, 1979 to September 30, 1980, covering 210 employees, settled at the bargaining stage and ratified in September, 1979. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 1/79</u>
	Average Increase	6%
	Assistant Caretaker	\$6.10-\$6.72 (\$5.74-\$6.36)
	Electrician	\$9.63 (\$9.08)

Probationary period is 4 calendar months (previously, 60 working days). Maximum rate for Assistant Caretaker is reached after two 6-month increases.

Paid Vacation: 4 weeks after 10 (11) years' service and 5 weeks after 20 (23) years.

Health and Welfare: Life Insurance, OHIP and Extended Health Care Plan - Employer pays 80% (70%) of the cost of premiums.

Dental Plan - Employer pays 80% (70%) of the cost of premiums. Rider No. 1 is added. Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.

Negotiations in Progress during October 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage*
Artex Woollens, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	CO
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,700	B
Canadian Gypsum Co. Ltd., Hagersville	Steelworkers (AFL-CIO/CLC)	235	MED/WS
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Industries Ltd., Paint and Varnish Plants and Paint Research Laboratory, Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Cara Operations Ltd., Airline Services Div., Mississauga	Hotel Employees (AFL-CIO/CLC)	350	CO
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chelsey Park Corp., Streetsville	Service Employees (AFL-CIO/CLC)	430	ARB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,425	PCB
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	715	PCB
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	MED/WS
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	230	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	B
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	460	B
Daal Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC) (production empls.)	650	B
Donglas Inc., Bramalea and Malton	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	500	B
Du Pont of Canada Ltd., North Bay	Employee's Assn. (Ind.)	280	B

* See page 633 for definition of codes.

* Federal jurisdiction

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	PM
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	F
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eddy Forest Products, Wood Products Div., Nairn	Carpenters (AFL-CIO/CLC)	215	CO
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	785	CO
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	450	B
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (CLC) (office and technical empls.)	432	PO
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	F
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	326	CO
The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	CO
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	B
Greb Industries, Services and Cema Plant, Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	304	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310	F
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	F
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PM
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	246	CC
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	B

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARB
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	725	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	F
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345	F
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273	F
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	775	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Kingston General Hospital	CUPE (CLC) (support service and office and clerical empls.)	700	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	635	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	F
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	PMB
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	PMB
Manark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	F
Manark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	210	F

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	F
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,960	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	F
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	F
Millhaven Fibres Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	325	B
Modern Building Cleaning, Div. of Dustbane Enterprises Ltd.	CUPE (CLC)	320	C
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	AF
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	AF
William Neilson Co. Ltd., Georgetown and Toronto	United Food and Commercial Workers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	700	B
Niagara Falls City Corp.	CUPE (CLC)	289	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	483	F
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor, Pamour, Schumacher and Ross Divs.), Pamour, Schumacher and other centres	Steelworkers (AFL-CIO/CLC) (mine empls.)	875	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	F

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Orfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	F
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,485	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	459	F
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	MED
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees Union (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,400	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	B
Ontario Government	OPSEU (NUPGE) (CLC) (general administration category)	4,885	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	B
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care and correctional services category)	9,160	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO/CLC)	200	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	MED/WS
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	325	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	AR
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	450	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	985	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	F
P.P.G. Industries Canada Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	400	ME
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	AR
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	F
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	PO
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	PM
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	B
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commercial Workers (AFL-CIO/CLC)	437	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	AR

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	417	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	B
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical empls.)	700	B
Ryerson Polytechnical Institute Board of Governors	Graduate Assistants' Assn.	260	CO
St. Catharines City Corp. (Arena, City Hall, Parks Recreation and Works Dept.)	CUPE (CLC)	210	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	PCB
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	PCB
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	PCB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PCB
Scarborough General Hospital	OPSEU (NUPGE) (CLC)	220	PCB
Silknet Ltd. and Dominion Woollens and Worsteds, Cambridge	United Textile Workers (AFL-CIO/CLC)	325	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250	F

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	560	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	500	P
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	885	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,035	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	A
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	370	B
Toronto Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,240	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	P
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,920	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	4,500	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	M
University of Toronto	Graduate Assistants Assn. (Ind.)	1,950	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	C
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	C
University of Windsor	Faculty Assn. (Ind.)	550	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	370	A
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	P

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315	CO
Wabasso Ltd., Empire Div., Welland	United Textile Workers (AFL-CIO/CLC)	360	CO
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	400	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	B
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	MED
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	325	CO
Windsor Western Hospital Centre (I.O.D.E. Unit)	Ont. Nurses' Assn. (Ind.)	228	PCB
Windsor Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
Windsor County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	MED
Windsor University, Toronto	Faculty Assn. (Ind.)	1,040	B
Windsor University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	B
<u>MORE THAN ONE PROVINCE</u>			
Well Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	16,300	B
Well Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Well Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	B

* Federal jurisdiction

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Council of Printing Industries of Canada, London, Hamilton, Ottawa and Toronto, Ont. and and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,200	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (CUPTÉ) (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,420	ARB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	52,620	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,545	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	WS
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Winnipeg, Man. and Calgary and Medicine Hat, Alta.**	United Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	650	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing and Publishing, Livestock and Construction and Repair Divs.)	2,500	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

** Federal jurisdiction

Negotiations in Progress during October 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in November 1979

Employer and Location	Union	No. of Emps.
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	8,74
Bell Canada, Province-Wide	Cdn. Telephone Employees (Ind.) (communications sales empls.)	29
Canadian Industries Ltd., Paint and Varnish Plants and Paint Research Laboratory, Toronto	Steelworkers (AFL-CIO/CLC)	20
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall	Steelworkers (AFL-CIO/CLC)	20
Crouse-Hinds Canada Ltd., and Taylor Die & Tool Mfg. Co., London	Electrical Workers (IBEW) (AFL- CIO/CLC)	23
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	43
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	30
Greb Industries, Services and CEMA Plant, Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	34
Maple Leaf Mills Ltd., Port Colborne and Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	35
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd., (Aunor, Hallnor, Pamour, Schumacher and Ross Div.) Pamour, Schumacher and other centres	Steelworkers (AFL-CIO/CLC)	85
Ontario Tank Truck Companies, province- wide	Teamsters (Ind.) (drivers)	30
Tele-Direct Ltd., province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	40
Treasury Board of Canada	Public Service Alliance (CLC) (clerical and regulatory group)	29,63
Treasury Board of Canada	PSAC (CLC) (office equipment operations group)	40
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	35

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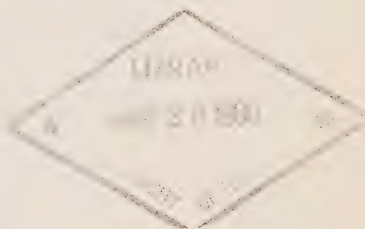


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
November 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in November 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in December 1979.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

December 29, 1979

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Highlights

Toronto Star Settlement. Local 87 of the Southern Ontario Newspaper Guild (TNG) and Toronto Star Newspapers concluded in mediation a 37-month renewal agreement covering the company's largest bargaining unit including 1,350 editorial, circulation, administration and maintenance employees. The settlement, which averted an impending work stoppage at the newspaper, followed an earlier rejection of the Star's two alternate contract proposals. At that time, the employees gave their bargaining committee a strike mandate to back up demands for a 12 per cent increase in each year of a 24-month agreement. The company's proposals were in line with contracts previously signed with four craft unions representing the Star's production employees. The offers included a choice of a 27-month agreement with a salary increase of about 16 per cent, or a 36-month pact with increases totalling about 21 per cent plus a signing bonus. The TNG members considered both proposals inadequate, because they lacked protection against inflation and weakened the existing disability insurance coverage.

The terms of the new contract, which was ratified November 2, were similar to those formerly rejected and provided a four-stage salary increase totalling 22 per cent over 37-months, with a maximum of \$96.26 per week tied to the current rate for circulation district representative with four years' experience. The agreement was retro-active to July 1, 1979 and, in addition to the first stage increase of 5 per cent, included a signing bonus ranging from \$245 to \$600 as a concession for the longer contract term. The parties also agreed on extensive re-classifications of editorial positions, of which the most significant was the consolidation of several lower paid classifications, including reporters and photographers, into a single higher paid group. The new job category, phased-in on November 25, 1979, requires 6 years' experience rather than 5 years' to reach the top salary level. Other contract changes involved higher meal and mileage allowances and the elimination of long-term disability protection for newly-hired employees with less than two years' continuous service.

In a concurrent bargaining session, the TNG Local 87 continued its efforts to reach a joint settlement for a renewal of three separate agreements covering 400 editorial, circulation and maintenance-delivery employees at the Globe and Mail of Toronto. The agreements expired June 30, 1979 and during the subsequent five months negotiations were stalled over the management's insistence on offering a 5 per cent salary increase in each year of a three-year contract, while the union's goal was the elimination of an existing wage gap between the Globe and Toronto Star employees. As a solidarity gesture with the union's bargaining committee and in a protest against the company's intractable position, a majority of Globe reporters and photographers launched a concerted byline withdrawal on December 1, just before the scheduled start of mediator-assisted bargaining.

Auto Industry Settlements. The auto industry, which formally observes wage and benefit uniformity through an interlocked system of pattern bargaining among major car manufacturers, for the second time in a row departed from the traditional practice in its 1979 negotiations. During the 1976 round of bargaining, the American Motor Corporation of Detroit, and the United Auto Workers (UAW) agreed on a one-year extension of their agreement, with terms less favourable than those negotiated by the industry's big three - General Motors, Ford Motor Company and Chrysler - because of the AMC's financial problems. The settlement provided only the usual 3 percent annual improvement factor plus quarterly cost-of-living adjustments, and actually put into effect a freeze on benefit compensation. Subsequent settlements since that time, the latest due to expire in September 1980, have essentially restored wage and benefit parity with the three big companies.

In 1979, the UAW repeated its departure from the traditional pattern bargaining procedure as a reaction to the distress of Chrysler Corporation, whose workforce had been adversely affected by a succession of plant shutdowns, production cutbacks and layoffs. The union rejected Chrysler's initial request for a two-year freeze on wages and benefits, but, concerned about the company's weak financial position, exempted it from strike action and agreed to make certain concessions in bargaining over a new contract. The existing agreements, covering 124,000 active and laid off hourly and salaried Chrysler workers in the U.S. and Canada, were extended beyond the September 15 expiry date, and negotiations on economic issues began in earnest when the GM and Ford settlements were ratified. Subsequently, the union set a target date for completion of talks on the international master settlement of October 24. The Chrysler master settlement which primarily involves economic issues, generally forms a basis for four separate agreements covering production, office, engineering, and parts employees in the United States and Canada. The negotiated terms, however, do not apply to Canadian workers until local pacts, dealing exclusively with non-monetary matters, are negotiated and ratified by the respective units.

The list of the UAW monetary proposals for the new settlement recognized Chrysler's financial plight, but also reflected the needs of the workers. It contained several options in order to expedite negotiations, with improvements in pensions and the Supplemental Unemployment Benefit Fund assigned top priority. A tentative agreement was reached on October 25, and was overwhelmingly endorsed by the union's 250-member International Chrysler Council. The ratification process was expected to be completed in mid-November.

The three-year pact provided a wage and benefit package similar by the end of the period to those at GM and Ford in exchange for about \$403 million in economic concessions over the next two years. The concessions involved \$200 million in pension fund payments which the company could postpone making for one year, and \$203 million resulting from delays in implementing the wage and benefit improvements. The latter included delays in granting the 3 percent annual wage increases, no personal holidays in the first year of the agreement, a delay until December 1980 of the existing COLA fold-in and delays in implementing revisions in the pension plan and wage-related insurance

benefits. The postponed improvements were to be phased in at various stages of the contract in order to gradually bring Chrysler employees to full wage and benefit parity with their GM and Ford colleagues by May, 1982. In return for the concessions, Chrysler agreed to give the union a seat on the company's 17-member board of directors and nominate the UAW president for election to the board at the next annual shareholders' meeting in May 1980. The seat-on-the-board clause marked the first time in U.S. business history that a leader of a major industrial union had been invited to join the board of one of the country's major corporations.

As with the GM and Ford agreements, the Chrysler master contract included amendments reflecting differences in social security and health insurance legislation in the U.S. and Canada. The changes resulted in additional provisions for Canadian workers, such as paid educational leave for union leadership training, transfer of health and dental coverage from Blue Cross to other insurers and the company's pledge to join the UAW in lobbying the federal and provincial governments to prevent doctors from leaving OHIP.

In the meantime, local negotiations on in-plant issues continued between Chrysler Canada and the UAW on behalf of the company's 11,500 hourly and salaried employees in Ajax, Toronto and Windsor. The Canadian section of the union set a strike deadline of noon November 8. Among major items in contention were seniority and job transfer rights, the company's disciplinary policies, health and safety, work standards, skilled trades adjustments and consolidation of all contract terms among the four Windsor plants.

Workers at the small Toronto casting plant reached a settlement before the deadline, but lack of progress in negotiations at the Windsor and Ajax plants prompted a four-day walkout. The subsequent accords at these locations provided stronger seniority rights for Ajax workers and the sought consolidation of four separate contracts, covering Windsor assembly, van, engine and spring plants, into one agreement providing uniform seniority and job posting clauses. The settlement of the local contracts in early November allowed the union to hold ratification votes on the international and local settlements at the same time. A corporation-wide vote among the UAW units on the new agreements was completed November 15.

However, following the final ratification Chrysler Corporation requested further concessions from the union, tied to a \$3.5 billion aid package (referred to as the "Chrysler Loan Guarantee Act") approved by the U.S. Congress for the company's U.S. operations. In order to qualify for \$1.5 billion of loan guarantees included in the package, the UAW was asked, and eventually agreed, to increase its share in concessions to \$446 million from the \$203 million given in the October contract. About 90 per cent of the additional funds came from the elimination of 17 paid personal holidays scheduled for the 1981-82 period, with the remainder coming from further delays of wage increases and the removal of a pre-Christmas bonus. In return, the new arrangement provided for the establishment of a stock ownership program for Chrysler's U.S. hourly workers.

When the second round of concessions was disclosed and a \$25 million share requested from the Canadian workers, they refused to go along, fearing that they could be asked to contribute twice if the Canadian government demands further concessions as the price for assisting Chrysler plants in Canada. (A request for financial assistance of between \$300 million and \$500 million has been made by Chrysler Canada, but no final decision in this regard was expected until after the February 18 election). The workers also chose to reject the scaled-down contract on the grounds of sovereignty, arguing that they would not accept legislation imposed by a foreign government, especially since the loan would be used exclusively for the U.S. plants. In effect, the three legally-binding Canadian contracts remained unchanged, while the U.S. portion was reopened for the unprecedented contract renegotiation. The Canadian position caused a split in the UAW, and resulted in a decision to end continental bargaining when the existing agreements expire in September 1982.

The remaining Chrysler Canada agreements, covering 210 UAW members at the company's National Parts Depot in Mississauga, and about 100 members of the United Plant Guard Workers, expired December 15 and September 29, 1979, respectively. They are usually re-negotiated after the conclusion of the three larger contracts and invariably follow the established industry pattern.

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Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	657
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Cara Operations Ltd., Mississauga	Hotel Employees (AFL-CIO/CLC)	676
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LEATHER

Greb Industries Limited, Service and Cema Plants at Kitchener - Locals 309 and 310, Clothing and Textile Workers* (AFL-CIO/CLC): A 24-month renewal agreement effective from November 23, 1979 to November 22, 1981, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

*The United Shoe Workers, the previous bargaining agent, merged with the Clothing and Textile Workers in March 1979.

Wages:	Effective	Nov. 23/79	Nov. 23/80
	General Increases	46¢	36¢
	Additional Adjustments	Some classifications adjustments	
	Group D	\$5.07 (\$3.97-\$4.54)	\$5.43
	Group A	\$5.66 (\$4.43-\$5.13)	\$6.02
Shift Premium:	0-15¢-19¢ (0-14¢-18¢).		
Paid Vacation:	Effective January 1, 1980, 4 weeks after 13 (15) years' service and 5 weeks after 22 (25) years.		
Health and Welfare:	OHIP - Employer contributes up to \$15 (\$11.50) per month for single coverage and \$30 (\$23) per month for employees with dependents.		

Fortune Footwear, division of Susan Shoe Industries Limited at Hamilton - Local 369, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 4, 1979 to September 4, 1981, covering 238 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 4/79	Sept. 4/80
	General Increases	35¢	35¢
	Conveyor Unloader	\$4.14 (\$3.79)	\$4.49
	Barwell Operator	\$4.99 (\$4.64)	\$5.34
Paid Holidays:	Birthday is added for employees with 1 year of service (new). Employees with 3 months' service receive 10 holidays (unchanged)		
Health and Welfare:	Dental Plan (new) - Effective November 30, 1979, employer pays 100% of premium costs for Blue Cross #9 Plan. 80%/20% co-insurance. Payments are based on the 1978 Ontario Dental Association fee schedule.		

Susan Shoe Industries Limited at Hamilton - Local 233F, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 8, 1979 to November 7, 1981, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 8/79</u>	<u>Nov. 8/80</u>
	General Increases	30¢	20¢
	Class D	\$3.51 (\$3.21)	\$3.71
	Class B	\$3.91 (\$3.61)	\$4.11
Cost of Living Allowance:	Effective November 1980, 3¢ per hour per 1% increase in the cost of living above 6% (same formula).		
Paid Holidays:	Birthday is added for employees with 1 year of service (new). Employees with 3 months' service receive 10 holidays (unchanged).		
Health and Welfare:	Dental Plan (new) - Employer pays 100% of premium costs for Blue Cross #9 Plan. 80%/20% co-insurance. Payments are based on the 1978 Ontario Dental Association fee schedule.		

TEXTILE

Wabasso Inc., Niagara Division at Welland - Local 155, United Textile Workers (AFL-CIO/CLC): A 33-month renewal agreement effective from November 11, 1979 to August 4, 1982, covering 350 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 4/79</u>	<u>Aug. 4/80</u>	<u>Aug. 4/81</u>
	General Increases	40¢	34¢	38¢
	Skilled Trades Adjustments	30¢	30¢	
	Additional Adjustments	5¢-30¢	20¢	
	General Labourer	\$4.51 (\$4.11)	\$4.85	\$5.23
	Machinist-Millwright Group 2	\$6.78 (\$6.08)	\$7.42	\$7.80
Cost of Living Allowance:	1¢ per 0.5 increase in the Consumer Price Index - 1971=100 above the August 1981 base. Payable quarterly. Maximum of 15¢ during the contract. (Clause was discontinued in the previous agreement.)			

Health and Life Insurance (new) - \$5,000 coverage.

Welfare:

Weekly Indemnity Plan - Benefits increase to 60% of weekly earnings to UIC maximum, payable on a 1-8-15 basis. (Previously, benefits of \$75 per week, payable on a 1-8-26 basis).

Millhaven Fibres Limited (formerly Galtex Co. Ltd.) at Cambridge - Local 1854, Clothing and Textile Workers (AFL CIO/CLC): A 24-month renewal agreement effective from December 4, 1979 to December 3, 1981, covering 301 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Dec. 4/79	Dec. 4/80
	General Increases	43¢	43¢ on the average
	Skilled Trades Adjustment	10¢	
	Semi-skilled Trades Adjustment	5¢	
	Labourer	\$4.42 (\$3.99)	\$4.80
	Electrician	\$7.77 (\$7.24)	\$8.43

Previous rates reflect an 8¢ adjustment made in March, 1979.

Shift Premium: 0-18¢-25¢ (0-16¢-23¢).

Sunday Premium: \$1.75 (\$1.50) per hour.

Paid Holidiays: Effective in the second year, the Monday of the March schoolbreak is added for a total of 12 days.

Paid Vacation: 3 weeks after 5 (10) years' service. Effective December 4, 1980, 5 weeks (new) after 25 years.

Health and Welfare: OHIP - Employer pays 100% (75%) of premium costs.

Safety Shoe Allowance: Employer contributes \$30 toward the cost of 1 pair per year. (Previously, \$15 for the first pair and \$5 for the second pair in any 12-month period.)

CLOTHING

GWG (Eastern) Limited at Brantford - Local 551, Clothing and Textile Workers (AFL-CIO/CLC): A 27-month renewal agreement effective from October 1, 1979 to December 31, 1981, covering 357 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
Increases		42¢ for time workers; 35¢ for incentive workers	42¢ for time workers; 35¢ for incentive workers	11¢ for time workers; 9¢ for incentive workers
Bundle Handler		\$3.57-\$4.18 (\$3.15-\$3.76)	\$3.99-\$4.60	\$4.10-\$4.71
Cutter - Fully Qualified		\$6.79-\$7.38 (\$6.37-\$6.96)	\$7.21-\$7.80	\$7.32-\$7.91

Probationary period is 13 weeks. Maximum rates for Bundle Handler are reached after 3 months and for Cutter-Fully Qualified after 1 year.

Paid Vacation: 6 weeks (new) after 30 years' service.

Bereavement Leave: Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Life Insurance - \$3,000 coverage. (Previously, \$2,000 coverage for employees with dependents and \$1,000 for single coverage.)

Weekly Indemnity Plan (new) - Employer pays 100% of premium costs. Benefit is \$70 to \$90 per week depending on salary, payable on a 1-1-8-15 basis.

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Supplementary Health Care Plan (new) - Employer pays 100% of premium costs for a plan with a \$25/\$50 deductible and 80%/20% co-insurance on all benefits except drugs.

Pension Plan: Benefit is \$112.50 (\$85) per month after 25 (20) years' service. Effective October 1, 1980, benefit increases to \$118.75. Effective October 1, 1981, \$125.

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1980 to December 31, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
Increases		\$13-\$16 per week	\$1 per week
<u>Weekly Rates</u>			
Operative Grade D		\$153.50 (\$140.50)	\$154.50
Electrician		\$253-\$316 (\$240-\$300)	\$254-\$317

Probationary period is 60 working days. Maximum rate for Electrician is reached on merit.

Paid Vacation: 3 weeks plus 1 day at 7% (new) after 8 years' service and 4 week at 8% (new) after 13 years.

Health and Welfare: Sickness benefits commence on the 3rd (5th) day of absence if hospitalized.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Ltd. at Toronto - Local 87, The Newspaper Guild (AFL-CIO/CLC (1,350 non-printing employees): A 37-month renewal agreement effective from July 1, 1979 to July 31, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/79</u>	<u>Nov. 25/79</u>	<u>Jan. 1/80</u>
	Increases	5% to maximum \$19.75/week		6% to maximum \$25.50/week

Reclassifications *

Weekly Rates

Office Messenger	\$174.13-\$199.63 (\$165.84-\$190.12)	\$184.58-\$211.63
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Reporter	*	\$286.53-\$456.75	\$303.72-\$482.25
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District Representative (Key Rate)	\$255.26-\$426.25 (\$243.10-\$406.50)	\$270.58-\$451.75
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Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Increases	6.5% to maximum \$29.36/week	4.5% to maximum \$21.65/week

Weekly Rates

Officer Messenger	\$196.58-\$225.36	\$205.43-\$235.50
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Reporter	\$323.46-\$511.61	\$338.02-\$533.26
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District Representative	\$288.17-\$481.11	\$301.14-\$502.76
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*A number of positions, including Reporters, were upgraded effective following signing. Under the previous agreement, Reporters were in two groups with salaries of \$260.16-\$417.00 or \$300.97-\$437.00 with maximums reached after 5 years. Under the new agreement each group received the increase scheduled above for July 1, 1979, resulting in rates of \$273.17-\$436.75 and \$316.02-\$456.75 respectively. Effective November 25, 1979, the groups were combined with a 6 year progression to maximum.

Minimum Pay - Contract rates, including the above examples, are minimum rates. Higher rates may be individually negotiated.

Signing Bonus: In recognition of the long term contract, a \$600 lump sum payment to all employees at the key rate of \$406.50 or above, and on staff July 1, 1979. Those below key rate receive proportionately less.

Hours of Work: 35 hours per week (unchanged).

Shift Premium: 0-10%-10% (unchanged).

Paid Holidays: 9 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 5 years and 5 weeks after 10 years (all unchanged).

Meal Allowance: Effective January 1, 1980, \$5 (\$4.50). Effective January 1, 1981, \$5.50. Effective January 1, 1982, \$6.

Mileage Allowance: Currently 17¢ per mile for casual use and 20¢ per mile for use when required as a condition of employment. Increases automatically by .285¢ per 1¢ increase in a litre of gasoline (previously, .0625¢ per 1¢ increase in a gallon of gasoline). An additional 1¢ increase will be implemented the first of each year.

METAL FABRICATING

Kendan Manufacturing Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from September 25, 1979 to September 24, 1982, covering 272 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 25/79</u>	<u>Sept. 25/80</u>	<u>Sept. 25/81</u>
General Increases		40¢	40¢	40¢
COLA Fold-in		\$1.24		
Labour		\$8.37 (\$6.73)	\$8.77	\$9.17
Toolmaker		\$10.60 (\$ 8.96)	\$11.00	\$11.40

Cost of Living Allowance: 1¢ for each 0.33 (0.45) change in the Consumer Price Index - 1971=100. To be adjusted quarterly.

Shift Premium: 0-24¢-28¢ (0-22¢-25¢).

Paid Holidays: Remembrance Day and 1 day in February are added for a total of 15 days. Effective in 1981, the day after New Years is added.

Paid Vacation 5 weeks after 23 (25) years' service.

Health and Welfare: Life Insurance - \$14,000 (10,000) coverage.

A.D. & D. (new) - Employer pays 100% of the premium cost. \$7,000 coverage.

Extended Health Care Plan (new): - Effective January 1, 1980, Out-of-Province coverage is implemented.

Long Term Disability (new) - Employer pays 100% of premium cost. Benefit is \$433 per month.

Dental Plan - Effective January 1, 1980, Greenshield Rider #2 introduced. Effective January 1, 1981, Rider #3 is added. Effective January 1, 1982, #4.

Pension Plan: Employer Contribution - 16¢ (13¢) per hour.

Paid Education Leave (new): Employer contributes 1¢ per hour.

TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Ajax, Etobicoke and Windsor - Locals 1498, 1090 and 1459, Auto Workers (CLC) (715 engineers, office and technical employees): Two 34-month renewal agreements effective from November 17, 1979 to September 14, 1982, settled during a work stoppage. Duration of negotiations - 6 months.

Wages: Increases and COLA fold-ins for existing employees are commensurate with those reported below for the plant employees, except that the minimum rate schedule for employees hired prior to November 22, 1976 will run 11.1% higher than the new minimums. A separate and lower minimum rate schedule will be established for future employees.

Maximum Weekly Rates

Effective	<u>Sept. 17/79</u>	<u>Mar. 17/80</u>	<u>Dec. 1/80</u>
COLA Fold-in (from previous agreement)			\$1.32
General Increases		3%	
COLA Travel	24¢		
Grade 1	\$293.06 (\$283.46)	\$301.56	\$354.36
Grade 8 (common rate)	\$400.34 (\$390.74)	\$412.06	\$464.86
Grade 16	\$514.38 (\$504.78)	\$529.52	\$582.32
Effective	<u>Jan. 19/81</u>	<u>Nov. 16/81</u>	
General Increases	3%	3%	

	<u>Jan. 19/81</u>	<u>Nov.16/81</u>
Grade 1	\$364.99	\$375.94
Grade 8 (common rate)	\$478.81	\$493.17
Grade 16	\$599.79	\$617.78

Hours of Work: 40 hours per week (unchanged).

Paid Education Leave (new): \$15,000 by employer to provide paid leave for employees participating in union leadership courses between June 1981 and September 1984.

Other Provisions: Same as reported below for the plant employees.

Chrysler Canada Ltd. at Ajax, Etobicoke and Windsor - Locals 444, 1090 and 1459, Auto Workers (CLC) (10,600 plant employees): A 34-month renewal agreement effective from November 17, 1979 to September 14, 1982, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 17/79</u>	<u>Mar. 17/80</u>	<u>Dec. 1/80</u>
	COLA-Fold in (from previous agreement)			\$1.32*
	General Increases		3%**	
	COLA "Travel"***	24¢		
	<u>Job Rates</u>			
	Major Assembler	\$7.53 (\$7.29)	\$7.75	\$9.07
	Toolmaker	\$9.54 (\$9.30)	\$9.82	\$11.14
	Effective	<u>Jan. 19/81</u>	<u>Nov. 16/81</u>	
	General Increases	3%	3%	
	<u>Job Rates</u>			
	Major Assembler	\$9.34	\$9.62	
	Toolmaker	\$11.47	\$11.81	

*Although \$1.32 from the previous COLA will not be incorporated into the wage structure until December 1, 1980, it will be used immediately in the calculation of all applicable compensatory benefits except Sickness and Accident benefits.

**Applied against rates in effect prior to COLA "Travel" fold-in.

***The amount of COLA that would have been forthcoming between June and September 1979, had the formula under the previous agreement been continued.

Apprentice Rates - Updated to reflect the general increase and COLA fold-in. Starting rates for seniority employees entering the program have been improved.

Hiring-In Rates - Start rates - 60¢ (45¢) below job rates. 25¢ (20¢) increase after 30 days. Additional 25¢ increase after 90 days of employment (unchanged). The recovery provision, or special payment, for employees attaining 6 months of seniority has been discontinued.

Cost of Living Allowance: \$1.43 COLA generated under the previous agreement of which \$1.37 was paid as an allowance and 6¢ was diverted to other funding. 5¢ continues to float following the December 1, 1980 fold-in.

Based on the Combined United States - Canada Consumer Price Index. 1¢ per 0.3 change in the Index for the first 8 quarterly adjustments starting December 1979; thereafter 1¢ per 0.26 change for 3 subsequent adjustments starting December 1981.

Allowance generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of first 8 adjustments, 2¢ during each of last 3 adjustments. (Previous formula, 11 quarterly adjustments of 1¢ per 0.3 change. Same Index.)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-5%-10% (percentages unchanged).

Paid Lunch Period: Effective September 21, 1981, 20 (15) minutes for employees who work on full-time, three shifts per day operations.

Recall Rights: 5 years or length of seniority if greater. (Previously, maximum 3 years.)

Transfer to Higher Classification: Employee immediately receives the full base rate of the new classification. (Previously, received 5¢ less until the start second pay period).

Paid Holidays: 7 designated days each year plus Christmas shutdown period for a total of 43 (40) days over life of contract. Difference in total due to calendar during Christmas shutdown periods.

Paid Personal Holidays: 9 days in 1981 and 11 days in 1982 for a total of 20. (Previously, 5 days in the second year of the agreement and 7 days in the third year for a total of 12.)

Paid Vacation: 2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).

Bereavement Leave: Grandchildren are added for 3 days' paid leave.

Jury Duty: Provision is clarified to include coroner's jury.

Paid Education Leave (new): \$240,000 by employer to provide paid leave for employees participating in union leadership courses between June 1981 and September 1984.

Health and Welfare: Group life and disability insurance benefits continue to be wage related. Benefits per wage rate are unchanged, but the higher wage rates result in employees moving to a higher level on the benefit table. For the purpose of establishing Sickness and Accident benefits, the \$1.32 COLA will not be considered as part of the wage rate until September 21, 1981 and the impact of other wage increases will be delayed.

The following examples compare, by program, the benefit entitlements for a Major Assembler and for a Toolmaker following the November 16, 1981 general wage increase with their entitlements at the conclusion of the previous agreement.

<u>Life Insurance</u>	- Major Assembler	\$22,000 (\$16,500) coverage.
	Toolmaker	\$27,000 (\$21,500) coverage.
<u>A.D. & D.</u>	- Major Assembler	\$11,000 (\$8,250) coverage.
	Toolmaker	\$13,500 (\$10,750) coverage.

Amounts are doubled if employee dies solely as a result of work related injuries (new).

Life Insurance for Dependants (new) - Effective July 1, 1980, optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

<u>Accident and Sickness</u>	- Major Assembler	\$230 (\$170) per week.
	Toolmaker	\$280 (\$220) per week.

Up to 52 (6) weeks of benefits for pregnancy related disabilities. Thereafter may be covered by Extended Disability benefits (new).

Extended Disability - Major Assembler with less than 10 years of service \$830 (\$615) per month; with 10 or more years \$915 (\$680). Toolmaker \$1,015 and \$1,115 (\$800 and \$880) respectively.

Total and Permanent Disability - Major Assembler \$440 (\$330) per month. Toolmaker \$540 (\$430) per month.

Transition Survivor Income Benefit - \$150-\$300 (\$125-\$250) per month for survivors without dependants; \$200-\$325 (\$175-\$275) with dependants or for surviving children without parents.

Bridge Benefit - Maximum \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Vision Care - Effective January 1, 1980, employee pays \$7.50 (20%) for purchase of lenses and frames once every 24 months. No prescription change required (new). Eligibility for coverage of contact lenses extended.

Medical Equipment - Effective January 1, 1980, coverage of prosthetic appliances and durable medical equipment extended.

Dental Plan - \$1,000 (\$750) annual maximum benefit. Effective January 1, 1980, \$800 (\$650) lifetime orthodontic maximum. Other improvements include extension of coverage to employees while on approved sick leave.

Alcoholism Abuse Program - Effective January 1, 1980, the existing program will be extended to cover expenses at approved treatment facilities upon the successful completion of treatment.

Health Care Coverage for Surviving Spouse and Dependents of an Employee who Dies as a Result of a Job Related Accident - If eligible for survivor benefits: Employer pays premiums for first 6 months; thereafter survivor may maintain coverage by paying premiums. (Previously, no premium payment by employer.)

If not eligible for survivor benefits: Employer pays premiums on all benefits held by employee, at time of death, for life of survivor or until remarriage (new).

Pension Plan:

Future Retirees

Basic Monthly Benefit Per Year of Service/Normal Retirement - Varies by wage level and commencement period of retirement.

	<u>Sept. 15/79-Sept. 30/80 - Retirements</u>	<u>Oct. 1/80-Sept. 30/81 - Retirements</u>	<u>Oct. 1/81-Sept. 30/82 - Retirements</u>
Oct. 1/79	\$10.75-\$11.50 (unchanged)		
Jan. 1/80	\$14.25-\$15.00		
Aug. 1/80	\$14.45-\$15.20		
Oct. 1/80	\$14.45-\$15.20	\$14.55-\$15.30	
Jan. 1/81	\$14.95-\$15.70	\$15.05-\$15.80	
Aug. 1/81	\$15.25-\$16.00	\$15.35-\$16.10	
Oct. 1/81	\$15.25-\$16.00	\$15.35-\$16.10	\$15.45-\$16.20
Jan. 1/82	\$15.85-\$16.60	\$15.95-\$16.70	\$16.05-\$16.80
May 1/82	\$17.65-\$18.40	\$17.75-\$18.50	\$17.85-\$18.60
Aug. 1/82	\$18.00-\$18.75	\$18.10-\$18.85	\$18.20-\$18.95

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years

For retirements between September 15/79 and September 30/80: Effective October 1, 1979, \$11 (unchanged). Effective January 1, 1980, \$12. Effective May 1, 1982, \$13.

For retirements between October 1/80 and September 30/81: Effective October 1, 1980, \$12. Effective January 1, 1981, \$13. Effective May 1, 1982, \$14.

For retirements between October 1/81 and September 30/82: Effective October 1, 1981, \$13. Effective May 1, 1982, \$15.

Early Retirement

With 30 years of service - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, restored at age 65.)

With age and years of service totalling 85 - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, reduced for life.)

Special Allowance - Applies to employees retiring prior to age 65 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

Sept. 15/79 - Sept. 30/80 Retirements - Effective October 1, 1979, \$700 (unchanged). Effective January 1, 1980, \$770, followed by 6 subsequent increases bringing the total to \$915 per month effective August 1, 1982.

Oct. 1/80 - Sept. 30/81 Retirements - Effective October 1, 1980, \$790, followed by 5 subsequent increases bringing the total to \$925 per month effective August 1, 1982.

Oct. 1/81 - Sept. 30/82 Retirements - Effective October 1, 1981, \$840, followed by 3 subsequent increases bringing the total to \$935 per month effective August 1, 1982.

Past Retirees

Basic Monthly Benefits Per Year of Service - All benefits, which currently range from \$9.95 to \$11.50, will be increased by \$1.30 January 1, 1980. Subsequent increases will bring the range to \$13.90-\$15.45 effective August 1, 1982.

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Effective January 1, 1980, increased by \$1. Normal reductions for early retirement or for offsetting statutory benefits apply.

Special Allowance - Applies to those retiring prior to age 65 with 30 or more years of service. All monthly benefits, which currently range from \$500 to \$700 depending on year of retirement, will be increased by \$35 to \$50 January 1, 1980. Subsequent increases will bring the range to \$690-\$865 effective August 1, 1982.

General Items

Benefit Limitation - Capped at 70% of final wage level for employees retiring under the new agreement. A similar cap for previous retirees has been removed.

Automatic Retirement Age - 70 (68). Service credit does not accumulate after age 68 unless the employee requires the additional time to achieve a minimum of 10 years of credit.

Surviving Spouse Benefits - 60% of the deceased employee's basic benefit reduced through election of the survivor spouse option. (Unchanged, but will mean larger benefits as a result of increases to employee's basic benefit.)

Special Benefit/Plant Closures or Total Discontinuation of an Operation (new) - Employees age 50 or older and laid off after November 1, 1979 will be eligible at age 55 for "mutual" retirement. Entitles employee to an unreduced pension.

Pension Credit Regained for Women Workers (new) - Up to 0.3 of a year of service credit for each pregnancy leave in the past during which the employee lost pension credit.

Supplementary
Unemployment
Benefit Plan:

Employer Contributions - Effective January 7, 1980, 2 new fund level brackets added and contribution increased by 2¢ per bracket. Ranges from 15¢-27¢ (14¢-24¢) per straight time hour worked. Effective January 5, 1981, 16¢-28¢. Effective January 4 1982, 17¢-29¢. An additional 6¢ is contributed for time and one-half and 12¢ for double time (unchanged).

Guaranteed Benefit Account - A reserve fund which would provide SUB benefits for employees with 10 or more years of service should the regular account become deficient. Maximum contribution to this special fund by employer set at \$400 (\$200) times number of employees. Money advanced by employer is recoverable from future contributions.

Tuition Refund
Program:

Up to \$1,000 (\$900) per year for approved courses taken at accredited colleges and universities and up to \$500 (\$450) per year at all other approved institutes.

Apprentice
Allowance:

A total of \$600 (\$450) over the entire training period for the purchase of books, supplies and tools.

Relocation
Allowance:

Varies by distance between plants: \$500-\$845 (\$385-\$650) for single employees; \$1,125-\$1,760 (\$865-\$1,355) for married employees. The latter category now includes any employee with children residing at home.

Union
Representatives:

Numbers have been increased.

Car Purchase
Rebate Program:

\$235 (\$100-\$200) on purchase of subcompact, compact or intermediate models; \$360 (\$300) for larger cars and light trucks. This provision is granted by letter of understanding.

Attendance
Committee
(new):

A joint labour/management committee will be established to investigate the problem of unwarranted absenteeism.

Ford Motor Company of Canada Limited at Bramalea and Windsor - Locals 1324 and 240, Auto Workers (CLC) (office, clerical and technical employees): Two 34-month renewal agreements effective from November 16, 1979 to September 14, 1982, covering 465 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	Sept. 16/79	Oct. 1/79
General	3% plus \$41.60	
Increases	per month or 6%, whichever is greater on maximum salaries	

COLA Fold-in

\$228.80 on
maximum salaries

	<u>Sept. 16/79</u>	<u>Oct. 1/79</u>
Additional Adjustments	Some reclassifi- cations and new classifications	
<u>Monthly Rates</u>		
Salary Class I (includes Junior Clerk)	\$964.26-\$1,218.17 (\$903.86-\$1,142.30)	\$1,147.30-\$1,446.97
Salary Class 11 (includes Senior Specification Clerk)	\$1,378.46-\$1,892.18 (\$1,300.43-\$1,785.08)	\$1,561.50-\$2,120.98
Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
General Increases	3%	3%
Salary Class I (includes Junior Clerk)	\$1,181.71-\$1,490.38	\$1,217.16-\$1,535.09
Salary Class 11 (includes Senior Specification Clerk)	\$1,608.34-\$2,184.61	\$1,656.59-\$2,250.15

Probationary period is 90 calendar days. Maximum rates are reached after automatic semi-annual increases up to Job Rate. Increases beyond Job Rate are on merit.

Wage Inequity: Through the application of wage parity, adjustments will be made in 1980 in line with adjustments provided for in the Ford-UAW United States agreement.

Cost of Living Allowance: Effective October 1, 1979, \$228.80 of the \$235.73 allowance generated under the previous agreement is folded into wages, leaving a float of \$6.93.

Based on the Combined United States - Canada Consumer Price Index. 1¢ per 0.3 change in the Index for the first 8 quarterly adjustments starting December 1979. 1¢ per 0.26 change thereafter, for 3 subsequent adjustments starting December 1981.

Allowances generated to be reduced by an unrecoverable diversion to funding of benefits: 1¢ during each of first 8 adjustments, 2¢ during each of last 3 adjustments. (Previously, 11 quarterly adjustments of 1¢ per 0.3 change. Same Index.)

Paid Holidays: 7 designated days each year plus Christmas shutdown period for a total of 41 (39) days over life of contract. Difference in total due to calendar during Christmas shutdown periods.

Paid Vacation: Effective in 1980, 8 vacation days added to the 1979 entitlement. Effective in 1981 and 1982, 9 vacation days added to the 1979 entitlement for a total of 26. (Previously, 2 days in the first year and 5 days in the second and third year for a total of 12.)

Bereavement Leave: Effective October 1, 1979, grandchildren are added to the definition of the immediate family for up to 3 days' paid leave in the event of death.

Paid Education Leave (new): \$500,000 by employer to provide paid leave for employees participating in union leadership courses over the next 5 years.

Jury Duty Pay: Effective October 1, 1979, provision is extended to include coroner's jury (new).

Health and Welfare: Group Life and disability insurance benefits continue to be wage related. No change in benefits per wage rate but table of benefits extended 9 levels on upper end and shortened 7 levels on lower end to accommodate higher wage rates. Overall ranges are shown below.

Life Insurance - \$17,000-\$30,000 (\$12,500-\$22,500).

A.D. & D. - \$8,500-\$15,000 (\$6,250-\$11,250). Amount is doubled if employee dies solely as a result of work related injuries (new).

Life Insurance for Dependants (new) - Effective July 1, 1980, optional employee-paid coverage of \$5,000 on spouse and \$2,000 on each dependant.

Accident & Sickness Benefits - \$200-\$335 (\$145-\$260) per week for 52 weeks. Should U.I.C. pregnancy benefits fall short of 10 (6) weeks of benefits under this plan, in terms of dollars, the plan will pay the difference.

Extended Disability Benefits - Less than 10 years of eligible service \$650-\$1,135 (\$460-\$860) per month. 10 or more years of eligible service \$710-\$1,245 (\$480-\$945) per month. \$50 per month increase in benefits to current recipients disabled prior to January 1, 1974 and ineligible for any statutory disability benefits.

Total & Permanent Disability Benefit - \$340-\$600 (\$250-\$450) per month.

Vision Care - Effective January 1, 1980, employee pays \$7.50 (20%) for purchase of glasses once every 24 months. No prescription change required. (Previously, required prescription.) Eligibility for coverage of contact lenses extended.

Medical Equipment - Effective January 1, 1980, coverage of prosthetic appliances and durable medical equipment extended.

Dental Plan - \$1,000 (\$750) annual maximum benefit. Effective January 1, 1980, \$800 (\$650) lifetime orthodontic maximum. Other improvements including extension of coverage to employees while on a sickness or accident leave of absence commencing on or after September 16, 1979.

Alcoholic Abuse Program - Effective January 1, 1980, the existing program will be extended to provide coverage of cost for approved treatment facilities upon the successful completion of treatment.

Health Care Coverage for Surviving Spouse and Dependents - If eligible for Survivor Benefits: Employer pays premiums for first 6 months; thereafter survivor may maintain coverage by paying premiums. (Previously, no premium payments by employer.)

If employee dies as a result of a job related accident, employer pays premiums of all benefits held by employee at time of death, for life of survivor or until remarriage (new).

Future Retirees

Pension Plan:

Basic Monthly Benefits Per Year of Service/Normal Retirement - Varies by wage level and commencement date of retirement as follows:

Oct. 1, 1979 - Sept. 1, 1980	\$15.75-\$16.50 (\$10.75-\$11.50)
Oct. 1, 1980 - Sept. 1, 1981	\$16.55-\$17.30
Oct. 1, 1981 - and after	\$17.55-\$18.30

Recipients of these benefits will have amounts periodically increased as scheduled below:

Oct. 1, 1979 - Sept. 1, 1980 retirees:	Feb. 1, 1980, 20¢
	Aug. 1, 1980, 25¢
	Oct. 1, 1980, 25¢

Above retirees plus

Oct. 1, 1980 - Sept. 1, 1981 retirees:	Feb. 1, 1981, 30¢
	Aug. 1, 1981, 30¢
	Oct. 1, 1981, 30¢

Above retirees plus

Oct. 1, 1981 - Sept. 1, 1982 retirees:	Feb. 1, 1982, 30¢
	Aug. 1, 1982, 35¢

Transition Survivor Income Benefits - \$150-\$300 (\$125-\$250) per month for survivors without dependants; \$200-\$325 (\$175-\$275) with dependants or for surviving children without parents.

Bridge Benefit - Maximum \$300 (\$250) per month. Eligibility requires survivor to be age 45 or older at time of employee's death (unchanged) or survivor's age and employee's years of service to total 55 or more (new).

Supplementary Monthly Benefits Per Year of Service/Maximum 25 Years - Payable Until Age 65 - For retirements between October 1, 1979 and September 1, 1980 - \$13 (\$11). For retirements between October 1, 1980 and September 1, 1981 - \$14. For retirements between October 1, 1981 and after - \$15. After age 65 - \$9.60 to a maximum of \$240, less any applicable statutory benefits (unchanged).

Early Retirement

With 30 years of service - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, restored at age 65.)

With age and years of service totalling 85 - Basic and supplementary benefits actuarially reduced until age 62; then restored. (Previously, reduced for life.)

Special Allowance - Applies to employees retiring prior to age 60 with 30 or more years of service. Provides an allowance that, when added to basic and supplementary benefits, yields prescribed minimum monthly benefits as follows:

Oct. 1, 1979 - Sept. 1, 1980 retirees - \$800 (\$700) plus 8 future adjustments totalling \$115 over the life of the agreement.

Oct. 1, 1980 - Sept. 1, 1981 retirees - \$845 plus 5 future adjustments totalling \$80 over the remainder of the agreement.

Oct. 1, 1981 - Sept. 1, 1982 retirees - \$895 plus 2 future adjustments totalling \$40 over the remainder of the agreement.

Effective in 1980, the earnings limitation for early retirees in receipt of the special allowance is \$4,500 (\$2,400). Effective in 1981, \$5,000. Effective in 1982, \$5,500.

Past Retirees

Basic Monthly Benefits Per Year of Service - Effective October 1, 1979, increased by \$1.90; thereafter 8 additional increases totalling \$2.05 over life of agreement. Benefits at the end of agreement will range from \$13.90 to \$15.45 (\$9.25 to \$11.50).

Supplementary Monthly Benefit Per Year of Service/Maximum 25 Years - Effective October 1, 1979, increased by \$1. Reductions for early retirement and for offsetting statutory benefits apply.

Special Allowance - Applies to those retiring prior to age 65 with 30 or more years of service. Effective October 1, 1979, increased by \$75 per month for those who retired prior to October 1, 1974 and by \$50 per month for retirements between October 1, 1974 and October 1, 1979. During the life of the agreement, 8 additional increases will add a further \$115 to the total monthly benefit.

The Special Allowance for those retired between March 1, 1974 and November 1, 1976, with 30 or more years of service will be redetermined effective October 1, 1979, without reduction for retirement before age 55.

General Items

Benefit Limitation - Capped at 70% of final wage level for employees retiring on or after October 1, 1979. A similar cap for previous retirees has been removed.

Automatic Retirement Age - 70 (68). Service credit does not accumulate after age 68 unless the employee requires the additional time to achieve a minimum of 10 years of credit.

Surviving Spouse Benefits - 60% of the deceased employee's basic benefit reduced through election of the survivor spouse option. (Unchanged, but will mean larger benefits as a result of increases to employee's basic benefit.)

Supplementary Unemployment Benefit Plan:	Employer Contributions - Effective January 1, 1980, 2 new fund level brackets added and contribution increased by 2¢ for each bracket. Ranges from 15¢-27¢ (14¢-24¢) per straight time hour worked. Effective January 1, 1981, 16¢-28¢. Effective January 1, 1982, 17¢ - 29¢. An additional 6¢ is contributed for time and one-half and 12¢ for double time (unchanged).
	Guaranteed Benefit Account - A reserve fund which would provide SUB benefits for employees with 10 or more years of service should the regular account become deficient. Maximum contribution to this special fund by employer set at \$400 (\$200) times number of employees. Money advanced by employer is recoverable from future contributions.
Moving Allowance:	Varies by distance between plants. Effective October 1, 1979, \$500-\$845 (\$385-\$650) for single employees. \$1,125-\$1,760 (\$865-\$1,355) for married employees. The latter category now includes any employee with children residing at home.
Tuition Refund Program:	Effective October 1, 1979, up to \$1,000 (\$900) per year for approved courses taken at accredited colleges and universities, and up to \$500 (\$450) per year at all other approved institutes.
Union Representatives:	Increased participation facilitated through the provision of additional paid time at each plant.
Technological Change:	Establishment of a National Committee on Technological Progress. Discusses impact upon, or erosion of bargaining unit. Traditional jurisdictions of work by plant location are to remain intact as a matter of policy. Provides for training and alterations, if necessary, to the apprenticeship curricula. A plan of implementation is to be submitted by the affected local parties. If not accepted by the National Committee may be referred to the Grievance Procedure.

Daal Specialties Canada Ltd. at Collingwood - Local 1474, Auto Workers (CLC) (650 production employees): A 36-month renewal agreement effective from November 1, 1979 to October 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

The previous agreement was to expire January 20, 1980; however, by mutual agreement the term of the new contract will commence on November 1, 1979.

Wages:	Effective	Nov. 1/79	Nov. 1/80	Nov. 1/81
General Increases		25¢	20¢	20¢
Skilled Trades Adjustment		25¢		
Assembler		\$5.40 (\$5.15)	\$5.60	\$5.80
Tractor-Trailer Driver		\$6.25 (\$6.00)	\$6.45	\$6.65
Electrician		\$7.00 (\$6.50)	\$7.20	\$7.40

Cost of Living Allowance (new):	1¢ per 0.45 change in the Consumer Price Index - 1971=100, calculated quarterly beginning January - March 1980. 1¢ will be diverted from each of the first 3 quarters and 2¢ from the fourth quarter to defray cost of new dental plan. No diversion in remainder of contract.
Hours of Work:	40 hours per week (unchanged).
Shift Premium:	0-16¢-23¢ (0-15¢-22¢). Effective November 1, 1980, 0-17¢-24¢. Effective November 1, 1981, 0-18¢-25¢.
Paid Holidays:	Effective November 1, 1980, 13 (12) days. Effective November 1, 1981, 14 days. Days added fall between Christmas and New Year.
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years (unchanged).
Bereavement Leave:	3 (1) days for death of a grandparent.
Health and Welfare:	Life Insurance and A.D. & D. - \$9,000 (\$8,000) coverage. Effective November 1, 1980, \$10,000. Effective November 1, 1981, \$11,000. Accident and Sickness - \$100 (\$90) per week. Effective November 1, 1980, \$110. Effective November 1, 1981, \$115. Dental Plan (new) - Employer pays 100% of premium cost for basic preventative coverage.
Safety Shoe Allowance:	\$15 (\$10) per year.

Paramount Industries, and Donlee Plastics, Divisions of Donlee Manufacturing Industries Limited at Toronto - Local 1813, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 18, 1979 to November 17, 1981, covering 201 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 18/79	May 19/80	Nov. 17/80	May 18/81
General Increases		30¢	25¢	30¢	25¢
Group VII (includes Trim & Pack - Donlee Plastics)		\$4.63 (\$4.33)	\$4.88	\$5.18	\$5.43
Group VIII (includes Plating Loader - Paramount Industries)		\$4.68 (\$4.38)	\$4.93	\$5.23	\$5.48
Group I (includes Die Maker - Paramount Industries and Machine Set Up - Donlee Plastics)		\$6.48 (\$6.18)	\$6.73	\$7.03	\$7.28

Cost of Living Provision: Discontinued.

Shift Premium: 0-15¢-20¢ (0-13¢-18¢).

ELECTRICAL PRODUCTS

Electrohome Ltd. at Kitchener and Waterloo - Local 2345, International Brotherhood of Electrical Workers (AFL-CIO/CLC) (850 plant employees): A 12-month renewal agreement effective from October 1, 1979 to September 30, 1980, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/79</u>
	General Increase	8%
	Janitor	\$4.58-\$4.92 (\$4.24-\$4.56)
	Tool Machinist	\$5.86-\$6.80 (\$5.43-\$6.30)
	Machine Builder	\$7.06-\$8.06 (\$6.54-\$7.46)

Hours of Work: 40 hours per week (unchanged).

Shift Premium: 0-15¢-22¢-27¢ (0-15¢-20¢-25¢).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 14 years, 5 weeks after 20 years, 6 weeks after 30 years (all unchanged).

Bereavement Leave: Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Life Insurance for Retirees (new) - \$5,000 coverage.

Weekly Indemnity - Payable on the 1st day if admitted to hospital. (Previously, 3rd day of sickness or accident for 26 weeks.)

Dental Plan (new) - Effective January 1, 1980, employer pays 60% of premium costs for basic preventative coverage. Payments are based on the 1979 Ontario Dental Association fee schedule.

Safety Shoe Allowance (new): Employer pays 50% of cost to a maximum of \$20 per year.

NON-METALLIC MINERAL PRODUCTS

Canadian Pittsburgh Industries Limited at Owen Sound - Local 248, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1979 to September 30, 1981 covering 400 employees, settled with mediation assistance. Duration of negotiations 3 months.

Wages:	Effective	<u>Oct. 1/79</u>	<u>Oct. 1/80</u>
	General Increases	70¢	62¢
	Labour Grade 2 (Auxiliary Utility Man)	\$6.86 (\$6.16)	\$7.48
	Labour Grade 14 (includes General Plant Maintainer)	\$7.98 (\$7.28)	\$8.60
Cost of Living Allowance:	Effective October 1, 1980, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggered at 8%. (Previous clause inoperative).		
Shift Premium:	0-22¢-28¢ (0-20¢-25¢). Effective October 1, 1980, 0-25¢-30¢.		
Paid Vacation:	Effective October 1, 1980, 28 calendar days at 8% after 12 (15) years' service.		
Health and Welfare:	Dental Plan (new) - Employer pays 100% of premium cost for basic dental plan. 80%/20% co-insurance. Payments are based on the current Ontario Dental Association fee schedule. Annual maximum of \$1,000 per family member.		
Meal Allowance:	\$3 (\$2.50).		
Safety Shoe Allowance:	\$40 (\$35) per year towards the cost of safety shoes for permanent employees. For employees appointed to permanent staff after April 1, \$3 (\$2.50) per month lump sum in lieu of above allowance.		

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc. (Welland Plant) at Niagara Falls - Local 21, Canadian Chemical Workers (Ind.): A 12-month renewal agreement effective from November 16, 1979 to November 15, 1980, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 16/79</u>
	General Increase	62¢
	Additional Adjustments	2¢-24¢
	Labourer	\$6.73 (\$6.09)
	Electrician 1A	\$9.00 (\$8.14)
Shift Premium:	0-31¢-37¢ (0-29¢-33¢).	

Sunday Premium:	\$1.00 (90¢) per hour.
Paid Holidays:	1 floating day is added for a total of 11 days.
Bereavement Leave:	Grandchildren are added for up to 3 days' paid leave.
Health and Welfare:	Weekly Accident and Sickness - Effective January 1, 1979, benefit increases to \$240 (\$199) per week. Dental Plan - Effective January 1, 1979, employer pays 60% (50%) of the cost of premiums. Rider No. 1 is added. Payments are based on the 1979 (1978) Ontario Dental Association fee schedule.
Meal Allowance:	\$3.75 (\$3.50)
Safety Shoe Allowance:	\$45 (\$35) per year.

MISCELLANEOUS MANUFACTURING

Coro (Canada) Limited at Toronto - Local 19, Metal Polishers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from December 31, 1979 to January 2, 1982, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Dec. 31/79</u>	<u>Jan. 4/81</u>
	Increases	35¢-50¢	35¢-50¢
	Wrapper Grade 1	\$3.50-\$5.05 (\$3.15-\$4.55)	\$3.85-\$5.55
	Stockkeeper	\$4.35-\$6.05 (\$4.00-\$5.55)	\$4.70-\$6.55
	Maintenance	\$4.85-\$6.25 (\$4.50-\$5.75)	\$5.20-\$6.75

Probationary period is 8 weeks. Maximum rates are reached after one 2-month, one 4-month and one 6-month increases. (Previously, two 2-month, one 5-month and one 6-month increases.)

Paid Holidays:	1 floating day to be replaced by Heritage Day, if proclaimed is added for a total of 10 days.
Paid Vacation:	3 weeks after 6 (7) years' service and 4 weeks after 13 (15) years.
Bereavement Leave (new):	Up to 3 days' paid leave for a death in the immediate family.
Court Witness and Jury Duty Pay:	Employer makes up the difference between the employee's basic salary and fees received.
Health and Welfare:	<u>OHIP</u> - Employer pays 100% (50%) of the cost of premiums.

EDUCATION AND RELATED SERVICES

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (610 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/79	Jan. 1/80
	Teacher - Category D Pre-Degree 0-7 years	\$12,244-\$16,836 (\$11,660-\$16,035)	\$12,489-\$17,172
	Teacher - Category A1 0-10 years	\$14,853-\$23,763 (\$14,151-\$22,631)	\$15,148-\$24,238
	Teacher - Category A4 0-11 years	\$18,142-\$30,385 (\$17,278-\$28,938)	\$18,507-\$30,992
	Principal 0-2 years	\$30,992-\$32,042 (\$28,938-\$29,988)	
	Effective	Sept. 1/80	
	Teacher - Category D Pre-Degree 0-7 years	\$13,369-\$18,374	
	Teacher - Category A1 0-10 years	\$16,204-\$25,934	
	Teacher - Category A4 0-11 years	\$19,807-\$33,161	
	Principal 0-2 years	\$33,161-\$34,211	
Additional Allowances:	Principal - \$200 per supervised teacher (unchanged). Vice-Principal - \$1,200 (\$1,000) plus \$60 per supervised teacher with no maximum (previously \$2,200 maximum).		
Cost of Living Allowance:	Using the Consumer Price Index for Thunder Bay - 1971=100, and May 1980, as the base, an allowance equivalent to the rate of increase to the nearest tenth of a percent in the CPI. Triggered at 7%. Payable monthly, and terminating May 31, 1981 or when the CPI exceeds the May 1980 base by 10%. If triggered, one-half of the excess percentage, to a maximum of 1.5% will be folded into the rates in effect on August 31, 1981. (Previously, triggered at 8%.)		
Health and Welfare:	OHIP and Semi-private Coverage - Employer pays 90% of current premium rate (previously 1978). Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule. All Benefit Plans - Compulsory for all employees now enrolled in plans and those who become employees after September 1979.		

Deferred Salary Leave Plan: Some changes regarding deferral of salary to finance one year's leave of absence.

Early Retirement Incentive Plan (new): An employee must be 55 years of age and have a minimum of 10 years' service. During each year of participation the teacher agrees to work in an assignment to a maximum of 20 days and is paid at the rate of \$250 per day.

This plan is effective from September 1, 1979 to August 31, 1984.

Leave of Absence-Union Business: One-half time leave of absence without loss of salary or sick leave credits to Branch Affiliates' Presidents.

Remote School Allowance: \$300 to \$800 depending on round trip mileage from residence to school (previously not broken down by mileage).

Lanark County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 210 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Increases	\$990-\$2,350	\$910-\$2,650
	Teacher - Category A1 0-11 years	\$13,960-\$23,480 (\$12,010-\$22,490)	\$14,870-\$25,390
	Teacher - Category A4 0-12 years	\$16,640-\$30,000 (\$15,370-\$28,270)	\$17,720-\$31,950
	Vice-Principal 0-3 years	\$33,500-\$36,170 (\$31,560-\$34,080)	\$35,670-\$38,520
	Principal 0-3 years	\$38,070-\$40,740 (\$35,870-\$38,390)	\$40,540-\$43,390

Health and Welfare: Life Insurance - Effective January 1, 1980, employer pays 100% (90%) of premium costs.

Dental Plan (new) - Effective January 1, 1980, employer pays 75% of premium costs for Blue Cross #9 Plan or its equivalent.

Responsibility Allowances:	Major Department Head	\$2,850 (\$2,770)
	Minor Department Head	\$2,060 (\$2,000)
	Assistant Head	\$1,210 (\$1,170)

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 417 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	8.49%
	Teacher - Category D 0-5 years	\$10,411-\$13,478 (\$ 9,776-\$12,655)
	Teacher - Category A1 0-11 years	\$12,683-\$24,098 (\$11,909-\$22,627)
	Teacher - Category A4 0-12 years	\$16,488-\$29,804 (\$15,482-\$27,985)
Responsibility Allowances:	Vice-principals	\$2,450 (\$2,335)
	Lead teachers	\$525 (\$500)
	Supervisor of Special Education	\$3,750 (\$3,600)
Mileage Allowance:	14¢ per kilometer (19¢ per mile).	

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 250 employees, settled at the fact-finder stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/79</u>
	Increase	\$880-\$2,410
	Teacher - Category D 0-6 years	\$10,530-\$14,430 (\$9,525-\$13,050)
	Teacher - Category A1 0-10 years	\$13,930-\$23,230 (\$13,050-\$21,525)
	Teacher - Category A4 0-12 years	\$17,135-\$29,435 (\$16,050-\$27,025)

Waterloo County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,000 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	COLA Fold-in	8.4% increase on the Aug. 31, 1978 rates in accordance with provisions of the previous agreement	
	General Increase		5% plus \$480/yr

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>	
<u>Annual Rates</u>			
Teacher - Category 1	\$14,109-\$24,380 (\$13,016-\$22,491)	\$15,294-\$26,079	
Teacher - Category 4	\$17,387-\$30,838 (\$16,040-\$28,448)	\$18,736-\$32,860	
Principal	\$39,655-\$43,453 (\$36,582-\$40,086)	\$42,118-\$46,106	
Vice Principal	\$34,045-\$37,918 (\$31,407-\$34,978)	\$36,227-\$40,294	
Coordinator	\$34,045-\$37,918 (\$31,407-\$34,978)	\$36,227-\$40,294	
Cost of Living Allowance:	Triggers if the Consumer Price Index - 1971=100 increases by more than 6.8% above the August 1980 base. Thereafter calculated monthly. 1% of \$30,000 for each 1% rise above trigger. Adjustments made June 1981 and October 1981. (Previously, no trigger and calculated on individual salaries. Paid a total of 8.4%.)		
Responsibility Allowances:	<u>Consultants</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Appointed before Sept. 1, 1975	\$2,932-\$3,160 (\$1,995-\$3,160)	\$3,160
	Appointed on or after Sept. 1, 1975	\$2,932 (\$1,995)	\$3,160
	<u>Senior Consultants</u>		
	Appointed before Sept. 1, 1975	\$3,920-\$4,160 (\$3,616-\$4,160)	\$4,160
	Appointed on or after Sept. 1, 1975	\$3,920 (\$3,616)	\$4,160

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International Union (AFL-CIO/CLC): A 20-month renewal agreement effective from April 1, 1979 to November 22, 1980, covering 215 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/79</u>	<u>Sept. 1/79</u>
	General Increases	25¢ per hour	22¢ per hour
	Hospital Aide	\$5.073-\$5.281 (\$836.00-\$872.00)	\$5.293-\$5.501

	<u>Apr. 1/79</u>	<u>Sept. 1/79</u>
Orderly (trained) Attendant	\$5.812-\$6.100 (\$964.00-\$1,014.00)	\$6.032-\$6.320
Carpenter	\$6.319-\$6.769 (\$1,052.00-\$1,130.00)	\$6.539-\$6.989

	<u>Apr. 1/80</u>
Effective	
General Increases	20¢ per hour
Hospital Aide	\$5.493-\$5.701
Orderly (trained) Attendant	\$6.232-\$6.520
Carpenter	\$6.739-\$7.189

Previous rates are monthly, based on a 40 hour week.

Probationary period is 2 months. Maximum rates are reached after 2 annual increases.

Acting Pay:	Employer pays the higher salary range from commencement of the shift provided employee has worked in excess of one-half of a shift.
Call-Back Pay:	Minimum guarantee of 4 hours' pay at the straight time rate for all employees. (Previously, 3 hours' pay for maintenance employees only.)
Paid Vacation:	5 weeks after 22 (25) years' service. Effective in 1980, 4 weeks after 12 (13) years.
Bereavement Leave:	3 (1) day's paid leave for grandparents. Attendance at funeral is no longer required. (Previously, employee had to attend or make arrangements for the funeral.)
Court Witness Pay (new):	Employer pays the difference between regular rate and fees received.
Health and Welfare:	<u>Extended Health Care Plan</u> - Employer pays 75% (50%) of premium costs. <u>Dental Plan</u> - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective April 1, 1980, the 1980 O.D.A. fee schedule.
Uniform Allowance (new):	\$5 per month, where required.

Kingston General Hospital - Local 1974, Canadian Union of Public Employees (CLC)
(support service and office and clerical employees): Two 18-month renewal agreements effective from April 1, 1979 to September 30, 1980, covering 675 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Apr. 2/79	Oct. 1/79	Mar. 31/80
Increases		\$51-\$62 per month for office empls.; \$47-\$57 per month for service empls.	\$57 per month for Electrician	\$56-\$68 per month for office empls.; \$57-\$59 per month for service empls.

Monthly Rates

Office and Clerical Agreement

Grade 4 (Includes Clerk Typist)	\$868-\$903 (\$817-852)		\$924-\$959
Grade 9 Printer-Senior	\$1,049-\$1,099 (\$987-\$1,037)		\$1,117-\$1,167

Support Service Agreement

Dietary Aide I	\$881-\$921 (\$829-\$869)		\$938-\$978
Electrician	\$1,243-\$1,283 (\$1,186-\$1,226)	\$1,300-\$1,340	\$1,359-\$1,398

Probationary period is 45 working days (previously 3 months). Maximum rates are reached after two 6-month increases.

Hours of Work: 37 1/2 hours per week. (Previously, 40 hours per week for support service employees, unchanged for office and clerical employees.)

Shift Premium: Effective April 2, 1979, 0-\$1.75 (0-\$1.65). Effective March 31, 1980, 0-\$1.85.

Acting Pay (new): Employees receive the higher salary range immediately upon assuming responsibility of a higher paying position for a period in excess of one-half of a shift.

Paid Vacation: Effective January 1, 1980, 4 weeks after 12(13) years' service and 5 weeks (new) after 20 years. Effective January 1, 1980, 3 weeks after 12(13) years for Registered Nursing Assistants.

Bereavement Leave: Legal guardian and grandchild are added for up to 3 days' paid leave.

Employees notified at work of a death in the immediate family receive full pay for that day (new).

Health and Welfare: Life Insurance - Employer pays 90% (80%) of the premium cost.

Extended Health Care Plan - Employer pays 75% (50%) of the premium cost.

Committee Leave (new): Pay for up to a maximum of 7 union members attending negotiating meetings up to the point of arbitration.

Education Allowance (new): Employer pays the full costs associated with courses required by the Hospital.

Laurentian Hospital at Sudbury - Local 27, Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 216 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded
	Full-time (monthly rates)		
	Graduate Nurse* 0-7 years	\$1,315.27-\$1,528.27 (\$1,225.27-\$1,425.27)	\$1,405.27-\$1,631.27
	Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Part-time (tour rates)**		
	Registered Staff Nurse 0-1400 tours	\$62.77-\$72.60 (\$58.61-\$67.85)	\$66.92-\$77.35

*Special Start Rates - RN's with less than 1 year of clinical experience \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Similarly for Graduate Nurses \$1,225 (\$1,070.27). Effective October 1, 1979, \$1,305.

**Exclusive of add-on in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross No. 7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Oshawa General Hospital - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 490 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 year.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded
	Full-time (monthly rates)		
	Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Assistant Head Nurse 0-7 years	\$1,405-\$1,619 (\$1,320-\$1,520)	\$1,497-\$1,725
<u>Part-time</u> (tour rates)**		
Registered Staff Nurse (Category A and B)	\$62.77-\$72.60 (\$58.62-\$67.85)	\$66.92-\$77.35

*Special Start Rates - Effective October 1, 1978, R.N.'s hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month.

**Exclusive of add-on in lieu of fringe benefits.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.
Paid Holidays:	Effective in the second year, Boxing Day replaces the floating holiday for a total of 11 days (unchanged).
Bereavement Leave:	3 (1) days' paid leave for grandparents.
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium costs for a plan which provides basic, preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.
Part-time Nurses:	<u>Pay in Lieu of Fringe Benefits</u> - Effective October 1, 1979, 12%. (Previously, 10.11% for Category A and 6.1% for Category B.)

Owen Sound General and Marine Hospital - Ontario Nurses' Association (Ind.): A
24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Effective		
Increases	approx. 7%	approx. 7% non-compounded
<u>Full-time</u> (monthly rates)		
Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,409-\$1,626 (\$1,317-\$1,517)	\$1,501-\$1,729

Oct. 1/78

Oct. 1/79

Part-time
(tour rates)**

Registered Sta Nurse 0-1400 tours	\$62.77-\$72.60 (\$58.62-\$67.85)	\$66.92-\$77.35
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*Special Start Rates - RN with less than 1 year of clinical experience \$1,273 (\$1,190) per month. Effective October 1, 1979 \$1,357.

**Exclusive of add-on in lieu of fringe benefits.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross No. 7 Plan. Payments are based on the current Ontario Dental Association fee schedule.

Temporary Responsibility Allowance: \$2.50 (\$1.80) per hour.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Riverside Hospital at Ottawa - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

General Staff Nurse Registered* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,412-\$1,626 (\$1,320-\$1,520)	\$1,505-\$1,733

Part-time
(tour rates)**

Regular General Staff Nurse Registered (0-10,500 hours)	\$62.53-\$72.32 (\$58.39-\$67.59)	\$66.67-\$77.06
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*Special Start Rates - For General Staff Nurse Registered hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. For General Staff Nurse Non-registered \$1,227 per month (new). Effective October 1, 1979, \$1,308 per month.

****Exclusive of add-on in lieu of fringe benefits.**

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a basic preventative plan based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

St. Joseph's Hospital at Toronto - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 417 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> (monthly rates)		
	Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Assistant Head Nurse 0-7 years	\$1,392.29-\$1,617.01 (\$1,301.21-\$1,511.22)	\$1,483.38-\$1,722.79
	<u>Part-time</u> (tour rates)**		
	Registered Nurse 0-1400 tours	\$69.05-\$79.86 (\$63.30-\$73.27)	\$74.95-\$86.64

*Special Start Rates - Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses receive \$1,200.69 (\$1,122.14) per month. Effective October 1, 1979, \$1,279.24 per month.

****Includes pay in lieu of fringe benefits.**

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - 10% (6%-8%) of basic pay. Effective October 1, 1979, 12%.

St. Mary's General Hospital at Kitchener - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 332 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Graduate Staff Nurse* 0-7 years	\$1,319-\$1,495 (\$1,229-\$1,392)	\$1,409-\$1,598
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Registered Staff Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
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Part-time
(tour rates)**

Registered Nurse 0-1400 tours	\$70.30-\$81.31 (\$65.65-\$75.99)	\$74.95-\$86.64
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*Special Start Rates - R.N.'s with less than 1 year of clinical experience \$ 1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly, Graduate Staff Nurse's \$1,193 (\$1,149) per month. Effective October 1, 1979, \$1,273.

**Includes 12% add-on in lieu of fringe benefits (unchanged).

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Call-in Pay: Effective October 31, 1979, part-time nurses who receive a call-in after the shift has begun and who report within 1 hour of receiving the call-in are paid for the whole shift (new).

Cancellation Pay: Effective October 31, 1979, part-time nurses given less than 4 hours notice of cancellation of work, receive 3 hours pay (new).

Paid Holidays: The second Monday in February replaces the floating holiday for a total of 11 days (unchanged.)

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross #7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Temporary Responsibility Allowance: \$2.50 (\$1.90) per hour when replacing Head Nurse.

St. Michael's Hospital at Toronto - Local 96, Ontario Nurses' Association (Ind.) (500 full-time nurses and 100 part-time nurses): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Graduate Nurse* 0-7 years	\$1,297-\$1,510 (\$1,220-\$1,420)	\$1,387-\$1,613
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,283-\$1,483)	\$1,450-\$1,676
Assistant Head Nurse 0-7 years	\$1,409-\$1,660 (\$1,328.88-\$1,564.09)	\$1,502-\$1,768

Part-time
(tour rates)**

Regular RN*	\$69.05-\$79.86 (\$63.95-\$73.92)	\$74.95-\$86.64
Casual RN	\$69.05 (\$63.95)	\$74.95

*Special Start Rates - For nurses hired with less than one year of clinical experience.

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Full-time RN	\$1,273 (\$1,190)	\$1,357
Full-time Graduate Nurse	\$1,206 (\$1,127)	\$1,285
Part-time RN	\$64.63 (\$59.31)	\$70.15
Part-time Graduate Nurse	\$61.23 (\$56.18)	\$66.43

**Exclusive of add-on in lieu of fringe benefits.

Hours of Work: 7 3/4 hours per shift (unchanged).

Shift Premium: Effective October 1, 1978, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.

Acting Pay: \$2.50 per tour as Head Nurse or equivalent, \$3 per tour as senior to Head Nurse. (Previously, for periods in excess of 3 consecutive tours).

Standby Pay:	For full-time employees, no longer deductible from call-back pay on a recognized holiday.
Call-back Pay:	For full-time employees, when called back to work on a holiday, employee may elect either holiday pay or a lieu day off (previously, holiday pay).
Weekend Pay:	Overtime premium in event of failure to give every third (fourth) weekend off.
Paid Holidays:	10 days plus 1 floating non-premium day (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 3 years, 5 weeks after 22 years (unchanged).
Adoption Leave (new):	Maximum 6 months, unpaid.
Bereavement Leave:	Brother-in-law and sister-in-law are added for up to 3 days' paid leave.
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium cost for a plan which provides basic, preventative coverage. Payments are based on the 1979 Ontario Dental Association fee schedule. No co-insurance.
Unpaid Leave for Union Business:	Up to 1 year for an employee serving as President of the Ontario Nurses Association and up to 35 days per year for employees serving on the Board of Directors of the Association (new).
Part-time Nurses:	Pay in lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%.

Salvation Army Grace General Hospital at Ottawa - Ontario Nurses' Association (Ind.)

A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded
	<u>Full-time</u> <u>(monthly rates)</u>		
	Graduate Nurse* 0-5 years	\$1,274-\$1,408 (\$1,184.20-\$1,309.20)	\$1,364-\$1,507
	Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676
	Specialist Nurse 0-7 years (0-5 years)	\$1,466-\$1,699 (\$1,370.10-\$1,525.10)	\$1,562-\$1,809

	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Part-time (tour rates)**		
Graduate Nurse 0-1000 tours	\$64.43-\$71.48 (\$58.80-\$65.01)	\$70.24-\$77.60
Registered Nurse 0-1400 tours	\$68.75-\$79.55 (\$68.06-\$72.99)	\$74.67-\$86.30
*Special Start Rates - R.N's with less than 1 year of clinical experience \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses \$1,181 (\$1,104.20) per month. Effective October 1, 1979, \$1,259.		
**Includes the add-on in lieu of fringe benefits.		
Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective October 1, 1979, 0-\$1.85-\$1.85.	
Paid Holidays:	The second Monday in February replaces the float for a total of 11 days (unchanged).	
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of premium costs. <u>Dental Plan (new)</u> - Employer pays 50% of premium costs for a voluntary plan which provides basic preventative coverage. Payments are based on the current Ontario Dental Association fee schedule.	
Responsibility Allowances:	Qualifying period is 1 (3) tours.	
Part-time Nurses:	Pay in Lieu of Fringe Benefits - 10% (8%) of basic pay. Effective October 1, 1979, 12%. Vacation Pay - For Casual Part-time Nurses, effective August 16, 1979 6% (4%).	
<u>Victoria Hospital Corporation at London - Local 468, Office Employees (AFL-CIO/CLC):</u> A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 466 employees, settled at the arbitration stage. Duration of negotiations - 11 months.		
Wages:	<u>Effective</u>	<u>Jan. 1/79</u> <u>Jan. 1/80</u>
General Increases	39¢	41¢
Level 1 (File Clerk)	\$4.893-\$5.310 (\$4.503-\$4.920)	\$5.303-\$5.720
Level 7 (includes Equipment Control Officer)	\$6.702-\$7.665 (\$6.312-\$7.275)	\$7.112-\$8.075

Probationary period is 3 months' continuous full-time employment. Maximum rates are reached after 5 years for File Clerk and after 6 years for Equipment Control Officer.

Paid Vacation: Effective January 1, 1980, 5 weeks (new) after 22 years' service

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for plan providing basic preventative dental care.

Extendicare Ltd. at various Ontario cities - Various Locals, Service Employees Inter-

national Union (AFL-CIO/CLC) (part-time employees): Twelve 24-month renewal agreements effective from April 1, 1979 to March 31, 1981, covering 460 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 1/79	Oct. 1/79
	Increases	37¢-43¢ for Haliburton; 30¢-35¢ for all others	28¢-37¢ for Haliburton; 15¢-24¢ for all others
	Housekeeping Aide (Haliburton, only)	\$4.32-\$4.72 (\$3.89-\$4.29)	\$4.60-\$5.00
	(All other locations)	\$4.56-\$4.96 (\$4.21-\$4.61)	\$4.76-\$5.16
	R.N.A. (Haliburton only)	\$5.12-\$5.44 (\$4.75-\$5.07)	\$5.43-\$5.81
	(All other locations)	\$5.36-\$5.81 (\$5.06-\$5.51)	\$5.60-\$5.96
	Effective	May 1/80	Oct. 1/80
	Increases	20¢-33¢ for Haliburton; 12¢-25¢ for all others	36-42¢ for Haliburton; 28¢-34¢ for all others
	Housekeeping Aide (Haliburton only)	\$4.89-\$5.33	\$5.25-\$5.75
	(All other locations)	\$4.97-\$5.41	\$5.25-\$5.75
	R.N.A. (Haliburton only)	\$5.63-\$6.08	\$6.00-\$6.50
	(All other locations)	\$5.72-\$6.16	\$6.00-\$6.50

Probationary period is 485 hours worked. Effective October 1, 1979, maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases. (Previously, Haliburton only - maximum rates were reached after 2 annual increases; all other locations - maximum rates were reached after 3 annual increases.)

Probationary Rate (new):	20¢ below start rate.
Handyman Premium (new):	15¢ per hour above the applicable janitor rate.
Health Care Aid Certificate Premium (new):	Effective October 1, 1979, 5¢ per hour. Effective May 1, 1980, 10¢ per hour. Effective October 1, 1980, 15¢ per hour. Applies to attendant No. 1 classification.
Health and Welfare:	Pay in Lieu of Fringe Benefits - 20¢ (10¢) per hour. Effective April 1, 1980, 30¢.

PERSONAL SERVICES

Canteen of Canada Limited (Ontario) (Vending and Food Service) at Brantford, Hamilton, London, Oakville, Peterborough, St. Catharines and Toronto - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 9, 1979 to November 8, 1981, covering 335 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 9/79	Nov. 9/80
General Increases		13¢ for Food Service; 25¢ for Vending Dept.	13¢ for Food Service; 25¢ for Vending Dept.
COLA Fold-in		77¢	
<u>Food Service</u>			
Commissary General Help		\$6.46-\$6.56 (\$5.56-\$5.66)	\$6.59-\$6.69
Porter		\$6.86-\$6.96 (\$5.96-\$6.06)	\$6.99-\$7.09
<u>Vending Dept.</u>			
Utility Personnel		\$8.72-\$9.09 (\$7.70-\$8.07)	\$8.97-\$9.34
Maintenance Personnel		\$9.32-\$9.69 (\$8.25-\$8.62)	\$9.57-\$9.94

Probationary period is 30 days. Maximum rates are reached after 6 months.

Cost of Living Allowance:	1¢ per 0.6 change in the Consumer Price Index - 1961=100. Calculated quarterly. Capped at 30¢ per year. (Formula is unchanged. No cap.)
Paid Vacation:	4 weeks after 10 (11) years' service and 5 weeks after 17 (20) years.
Health and Welfare:	Prescription Glasses - Employer pays 100% of cost to a maximum of \$75 per employee or \$50 for an employee's immediate family for the initial purchase or a change in prescription of glasses. (Previously, employer paid 75% of cost to a maximum of \$40 for employee and immediate family.)

Cara Operations Limited at Mississauga - Local 299, Hotel Employees (AFL-CIO/CLC):

24-month renewal agreement effective from November 1, 1979 to October 31, 1981, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 29/79</u>	<u>Oct. 27/80</u>
	General Increases	55¢	50¢
	Flight Kitchen Assistant	\$4.61-\$4.81 (\$4.06-\$4.26)	\$5.11-\$5.31
	1st Cook	\$6.82-\$7.02 (\$6.27-\$6.47)	\$7.32-\$7.52

Probationary period is 40 days worked. Job rates are reached upon completion of the probationary period.

Shift Premium: Effective October 29, 1979, 25¢ (20¢) per hour for all hours worked on the midnight shift.

Lead Hand Premium: Effective October 29, 1979, 45¢ (30¢) per hour.

Overtime Pay: Employees working on the afternoon shift required to work overtime beyond midnight receive 25¢ per hour (new).

Paid Vacation: 4 weeks after 13 (15) years' service and 5 weeks (new) after 25 years. Effective October 31, 1980, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D. & D. - \$7,500 (\$5,000) coverage.

Weekly Indemnity - Payable on a 1-4-15 (1-4-26) basis.

Major Medical (new) - Employer pays 100% of the cost of premiums for a plan with a \$10/\$20 deductible.

Dental Plan (new) - Employer pays 100% of the cost of premiums. Payments are based on the current Ontario Dental Association fee schedule.

MISCELLANEOUS SERVICES

Modern Building Cleaning, a division of Dustbane Enterprises Limited at Toronto - Local 2295, Canadian Union of Public Employees (CLC)*: A 33-month first agreement effective from June 6, 1979 to February 28, 1982, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

*The Canadian Union of Public Employees replaced the Service Employees as the bargaining agent. The previous agreement with the Service Employees was to expire February 28, 1979.

Wages:	Effective	<u>June 12/79</u>	<u>June 12/80</u>	<u>Feb. 28/81</u>
	General Increases	35¢	35¢	35¢

	<u>June 12/79</u>	<u>June 12/80</u>	<u>Feb. 28/81</u>
Cleaning Service Operator Light (30 hours)	\$4.32 (\$3.97)	\$4.67	\$5.02
Floor Maintenance Specialist	\$5.37 (\$5.02)	\$5.72	\$6.07
Lead Hand Premium:	Effective June 12, 1980, 25¢ (15¢) per hour.		
Premium Pay:	Effective June 12, 1980, 35¢-73¢ (25¢-63¢) per hour for specific cleaning duties.		
Health and Welfare:	<u>Extended Health Care</u> - \$10/\$20 (\$25/\$50) deductible.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Economists', Sociologists' and Statisticians' Association (Ind.) (2,275 employees): A 7 1/2-month renewal agreement effective from November 16, 1979 to June 22, 1980, with wages effective from June 25, 1979, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 25/79</u>
	General Increases	7%*
	<u>Annual Rates</u>	
	ES-1	\$12,410-\$20,523 (\$12,260-\$19,180)
	ES-3	\$13,857-\$25,821 (\$12,950-\$24,132)
	ES-5	\$28,174-\$36,268 (\$26,331-\$33,895)
	ES-7	\$40,480-\$44,110 (\$37,832-\$41,224)

*Applies to all employees except those entitled to University Recruitment Rate adjustment and the minimum of ES level 1.

Hours of Work: The parties will meet and consider the practicality of instituting work schedules that vary from the present 7 1/2 hours per day Monday through Friday each week and/or vary from 5 days per week. If the bargaining agent requests a variation in hours of work that is consistent with operational requirements, such request will be implemented.

Acting Pay: Applies after 15 consecutive working days (30 consecutive days). A designated holiday occurring within this period will be considered part of the 15-day period (new).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective from date of signing, 4 weeks after 10 (12) years' service and 5 weeks after 25 (26) years. 3 weeks after 1 year (unchanged).

Health and Welfare: Uncertificated Sick Leave - Maximum 5 (3) days per occurrence to a maximum 7 days per year (unchanged).

Overtime Meal Allowance (new): \$3.50.

Leave for Union Business: Unpaid leave for an employee elected or appointed to a full-time position of the Association (new).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (radio operations group) (1,155 employees): A 14-month renewal agreement effective from November 30, 1979 to January 31, 1981, settled after a work stoppage. Duration of negotiations - 17 months.

Wages:	Effective	Nov. 1/79
	RO-1	\$16,003-\$19,416 (\$13,505-\$16,385)
	RO-3	\$19,780-\$21,935 (\$16,692-\$18,510)
	RO-5	\$23,097-\$25,704 (\$19,491-\$21,691)

Retroactivity: In lieu of retroactivity for the period July 31, 1978 to October 31, 1979, a lump sum payment of \$6.67 for each day during which an employee was entitled to pay up to a maximum of \$2,188.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-25¢-33¢ (0-20¢-27¢).

Weekend Premium: 30¢ (20¢) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years. 3 weeks after 1 year (unchanged).

Overtime Meal Allowance: \$3.40 (\$3) after the first 3 hours of overtime; \$2.50 (\$2.15) after 4 additional hours.

LOCAL ADMINISTRATION

York Borough Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 200 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Oct. 1/79</u>
General Increases		7%	2 1/2% non-compounded
Labourer(Ordinary)		\$6.62-\$6.87 (\$6.19-\$6.42)	\$6.78-\$7.03
Mechanic		\$8.49 (\$7.93)	\$8.68

Maximum rate for Labourer is reached upon completion of the 3-month probationary period.

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Health and Welfare: Dental Plan - Periodontic, endodontic and denture coverage are added.

ADDENDUM

June 1979 Settlements

LOCAL ADMINISTRATION

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A
12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 223 employees, settled at the bargaining stage and ratified in June, 1979. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>July 1/79</u>
Average Increases		5%	3.5%
<u>Bi-weekly Salaries</u>			
4th Class Constable		\$552.80 (\$526.40)	\$572.00
1st Class Constable		\$804.00 (\$765.60)	\$831.20
Staff Sergeant		\$926.40 (\$882.40)	\$958.40

Night Premium: 25¢ (20¢) per hour.

Paid Vacation: 5 weeks after 15 (20) years' service.

Health and Welfare: Dental Plan - Payments are based on the 1979 (1975) Ontario Dental Association fee schedule.

Training Allowance: \$40 (\$30) per week.

July 1979 Settlements

LEATHER

Sunbeam Shoes Limited at Port Colborne - Local 520L, United Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1979 to May 5, 1981, covering 200 employees, settled at the conciliation officer stage and ratified in July, 1979. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 3/79</u>	<u>May 8/80</u>
	General Increases	8.5% on hourly rate	8% on hourly rate
	Additional Adjustments	10¢-15¢	10¢-15¢
	Group 1 (includes Folder)	\$3.10-\$4.07 (\$2.75-\$3.75)	\$3.20-\$4.40
	Group 7 (Electrician)	\$4.25-\$7.22 (\$4.08-\$6.65)	\$4.35-\$7.80
	Probationary period is 65 working days. Maximum rates are reached after 1 year.		
Paid Vacation:	7% vacation pay after 10 (12) years' service, 8% after 18 (20) years, 10% (9%) after 25 years and 11% (10%) after 30 years.		
	Effective in 1980, 8% vacation pay after 16 years' service, 9% after 22 years and 12% after 30 years.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$6,000-\$8,000 (\$5,000-\$7,000) coverage depending on length of service. Effective in 1980, \$7,000-\$9,000 coverage.		
	<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$160 (\$147) per week, payable on a 1-6-15 basis. Effective in 1980, benefits of 66 2/3% of weekly earnings to UIC maximum, payable on a 1-5-15 basis.		
	<u>Major Medical</u> - Employer pays 100% (75%) of premium cost.		
Pension Plan:	Effective November 1, 1979, the greater of \$4 per month per year of service or the amount of pension provided by employer/employee contributions. (Previously, \$4 per month per year of service.)		
	Effective November 1, 1979, employee contribution is \$10 per month (unchanged). Employer contribution is \$10 per month (unchanged) plus \$30 per year for first year and \$60 per year for second contract year.		

September 1979 Settlements

TRANSPORTATION

<u>Canadian Pacific Ltd. including Dominion Atlantic Railway Company and Quebec Central Railway Company, system-wide - The Railway Employees' Department, Division No. 4 (AFL-CIO/CLC) representing the International Brotherhood of Firemen and Oilers (1,530 stationary firemen, Oilers, engine attendants and shop labourers): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, settled at the conciliation board stage in September, 1979. Duration of negotiations - 12 months.</u>				
Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	10%	8%	8%
	Classified Labourer	\$6.342 (\$5.765)	\$6.849	\$7.396
Cost of Living Allowance (new):	1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1978 as the base. Triggered after an increase of 8% in the average index for 1979, 14.5% for 1980 and 21.3% for 1981. COLA will be paid in a lump sum at the end of each year.			
Shift Differential:	0-20¢-25¢ (0-15¢-20¢).			
Paid Holidays:	Effective January 1, 1980, 1 additional holiday is added for a total of 11 days.			
Paid Vacation:	Effective January 1, 1979, 5 weeks after 22 (24) years' service. Effective January 1, 1980, 4 weeks after 12 (14) years. Effective January 1, 1981, 4 weeks after 11 years and 5 weeks after 21 years. 2 weeks after 1 year and 3 weeks after 4 years (unchanged).			
Health and Welfare:	Life Insurance - Effective October 1, 1979, \$10,000 (\$7,000) coverage for active employees.			
	<u>Weekly Indemnity</u> - With less than \$120.01 weekly base pay - \$80 or 75% of weekly base pay, whichever is less (unchanged).			
	With weekly base pay of \$120.01 and over - 66 2/3% of base pay to a maximum of \$177 (\$160). Effective January 1, 1980, 66 2/3% of base pay to a maximum benefit equal to 66 2/3% of U.I.C. weekly maximum insurable earnings for the year.			
	U.I.C. benefits will be supplemented to provide a weekly sick benefit equal to the above entitlements.			
	<u>Drug Plan (new)</u> - Effective December 31, 1980, company paid drug plan will commence, with employer paying a maximum of \$1.74 per month per employee.			

Dental Plan (new) - Effective December 15, 1979, company paid plan will commence, with employer paying a maximum of \$13.92 per month per employee. Details to be negotiated.

Mileage Allowance: Effective October 1, 1979, 21¢ (18¢) per mile. Effective January 1, 1981, 24¢ per mile.

October 1979 Settlements

MISCELLANEOUS MANUFACTURING

Tonka Corporation Canada Limited at Mississauga - Local 28, Molders (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1979 to September 30, 1981, covering 400 employees, settled at the bargaining stage and ratified in October, 1979. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/79	Oct. 1/80	Apr. 1/81
	Increases	40¢-98¢	21¢-61¢	18¢-47¢
	COLA Fold-in	25¢	20¢	15¢
	Assembler/ Packer	\$4.20 ((\$3.55))	\$4.61	\$4.99
	Electrician	\$8.67 ((\$7.45))	\$9.48	\$10.10

Cost of Living Allowance: Effective October 1, 1979, 25¢ of the 66¢ allowance generated under the previous two agreements is folded into wages. Effective October 1, 1980, 20¢. Effective April 1, 1981, 15¢.

1¢ per 0.6 point change in the Consumer Price Index - 1971=100. Capped at 15¢ annually. (Same formula except 11¢ cap).

Shift Premium: 0-18¢-23¢ (0-16¢-21¢).

Lead Hand Premium: 25¢ (20¢) per hour.

First-Aid Premium: 15¢ (10¢).

Paid Vacation: Effective in 1980, 4 weeks after 14 (15) years' service, 4 weeks with 9% vacation pay after 20 years (new) and 4 weeks with 10% vacation pay after 25 years.

Health and Welfare: Life Insurance and A.D. & D. - \$5,500 (\$4,000) coverage. Effective October 1, 1980, \$7,000.

Weekly Indemnity - Benefits increase to 60% (50%) of weekly earnings to a maximum of \$110 (\$100) per week, payable on a 1-4-26 basis. Effective October 1, 1980, benefits of 66 2/3% of weekly earnings to a maximum of \$110 per week.

Major Medical - Deductible for prescription drugs is \$50 annually. (Previously, \$50 single and \$100 family.)

Safety Shoe Allowance: \$12.50 (\$10) annually. Effective October 1, 1980, \$15. Paint stripper receives double the allowance (new).

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital and 53 other Ontario hospitals - Various locals, Canadian Union of Public Employees (CLC) (12,000 service, paramedic and office employees): Fifty-seven 18-month renewal agreements covering full-time employees and several 18-month renewal agreements covering part-time employees, effective from April 1, 1979 to September 28, 1980, settled by arbitration in October, 1979. Duration of negotiations - 9 months.

Superior Provisions: Superior benefits or conditions provided under previous agreements will prevail. Provisions reported below represent a minimum standard.

Wages:	Effective	Apr. 1/79	Apr. 1/80
	General Increases (all hospitals)	6%	6.5% non-compounded
	<u>Ottawa Civic Hospital</u>		
	<u>Monthly Rates</u>		
	Ward Housekeeper	\$906.07-\$938.92 (\$854.78-\$885.77)	\$961.63-\$996.50
	Receiving Clerk	\$1,058.23-\$1,139.49 (\$ 998.33-\$1,074.99)	\$1,123.12-\$1,209.36
	Plasterer	\$1,296.85 (\$1,223.44)	\$1,376.37

Special Adjustments: A number of special adjustments in some hospitals.

Ambulance Personnel: In lieu of the general increases noted above, monthly adjustments of \$70 retroactive to April 1, 1979, \$77 retroactive to October 1, 1979 and \$84 effective April 1, 1980.

Changes in the following provisions will be effective October 2, 1979 and apply to full-time employees only, unless otherwise noted.

Probationary Period: 45 working days within any 12 months. Also applies to part-time employees.

Hours of Work:	37.5 hours per week (previously 37.5 to 40 hours). The effect of revised hours of work on wages also applies to part-time employees.
Shift Premium:	Retroactive to April 1, 1979, 0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per shift. Effective April 1, 1980, 0-\$1.85-\$1.85. The issue of shift premium for part-time employees will be referred to a Joint Technical Committee.
Acting Pay:	From time of assignment, if for a period of over one and one-half shifts (previously, paid for periods in excess of 5 days). When classification is outside the bargaining unit, \$2.50 per shift from time of assignment, of over one and one-half shifts (new).
Injury Pay:	No loss of pay, sick leave or other credits during a shift in which employee is injured. Also applied to part-time employees.
Standby Pay:	\$1 per hour (unchanged). Payable for each hour of the shift even if called in to work.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective January 1, 1980, 3 weeks after 1 year's service, 4 weeks after 12 years and 5 weeks after 20 years.
Adoption Leave:	Unpaid leave for up to 3 months, or up to 6 months if required by adoption agency. During such leave seniority for salary increment, vacations, sick leave and other benefits is suspended. The employer is responsible for full payments of subsidized employee benefits.
Bereavement Leave:	Guardian, grandchild and grandparent will be included in the definition of "immediate family" in all agreements.
Maternity Leave:	Seniority accumulates during leave. Also applies to part-time employees.
Health and Welfare:	<p><u>Life Insurance</u> - Effective the first premium date following October 2, 1979, employer pays 90% (80%) of premium cost.</p> <p><u>Sick Leave</u> - Effective November 1, 1979, 18 days per year. In agreement where a sick leave cash-out applies to employees with less than 5 years' service, for employees hired after October 2, 1979 this provision will apply after 5 years' service.</p> <p><u>Extended Health Care</u> - Effective the first premium date following October 2, 1979, employer pays 75% (50%) of premium cost. Plan to be implemented in hospitals which do not presently have one - Blue Cross \$10/\$20 deductible, with employer paying 75% of premium.</p> <p><u>Dental Plan (new)</u> - Effective December 1, 1979, employer pays 50% of premium cost for a basic preventative plan. Payments are based on the 1979 Ontario Dental Association fee schedule. No co-insurance.</p>
Upgrading Courses:	Employer pays full cost of required courses.

Paid Leave for Negotiations:

Paid leave for members, maximum 7, of the Union negotiating committee when attending central negotiating meetings. Unpaid leave when attending arbitration hearings.

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.) : A 24-month renewal agreement effective from May 1, 1979 to April 30, 1981, covering 200 employees, settled at the bargaining stage and ratified in October, 1979. Duration of negotiations - 1 week.

Wages:

Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
Increases	\$50 per month	\$20 per month for Housekeeping Aide; \$30 per month for Carpenter

Monthly Rates

Housekeeping Aide	\$860-\$908 (\$810-\$858)	\$880-\$928
Nurse Aide & Orderly (Trained)	\$971-\$1,017 (\$921-\$967)	\$971-\$1,017
R.N.A.	\$1,014-\$1,062 (\$964-\$1,012)	\$1,014-\$1,062
Carpenter	\$1,094-\$1,147 (\$1,044-\$1,097)	\$1,124-\$1,177

Effective	<u>Jan. 1/80</u>	<u>July 1/80</u>
Increases	\$45 per month	\$60 per month
Housekeeping Aide	\$925-\$973	\$985-\$1,033
Nurse Aide & Orderly (Trained)	\$1,016-\$1,062	\$1,076-\$1,122
R.N.A.	\$1,059-\$1,107	\$1,119-\$1,167
Carpenter	\$1,169-\$1,222	\$1,229-\$1,282

Probationary period is 60 days worked. Maximum rates are reached after three 6-month increases.

Shift Premium:

0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective May 1, 1980, 0-\$1.85-\$1.85.

Health and Welfare:

Life Insurance - Effective in February 1980, employer pays 90% (85%) of premium cost.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule.

PERSONAL SERVICES

Hotel Plaza II at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): An 18-month renewal agreement effective July 1, 1979 to December 31, 1980, covering 200 employees, settled at the bargaining stage and ratified in October, 1979. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/79</u>	<u>Apr. 1/80</u>
	Increases	12¢-17¢	12¢-48¢
	Waiter/Waitress	\$3.27 (\$3.15)	\$3.39
	1st Cook	\$5.52 (\$5.35)	\$6.00

Minimum Wage: The rate for Maids and Stewards Department will remain 15¢ per hour above the legislated minimum wage in the hotel industry.

Paid Holidays: Easter Monday is added for a total of 11 days.

Health and Welfare: Effective October 1, 1979, employer pays 70% of premium cost for life insurance coverage, A.D. & D., weekly indemnity plan and supplementary health care (new). Employer pays 70% (100%) of premium cost for OHIP.

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage*
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	B
Artex Woollens, Cambridge	Clothing and Textile Workers	230	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	281	PCB
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	WS
Brewers Warehousing Co. Ltd. and several Breweries, province- wide	Cdn. Brewery Workers (CLC) (warehouse, retail store and production empls. and highway drivers)	3,020	B
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,700	B
Canadian General Electric Co. Ltd., Drafting Section, Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC)	250	B
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall	Steelworkers (AFL-CIO/CLC)	216	PCB
Canadian Industries Ltd., Paint and Varnish Plants and Paint Research Laboratory, Toronto	Steelworkers (AFL-CIO/CLC)	200	PCB
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	209	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	850	MED
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	319	CO
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	215	ARB
Chrysler Canada Ltd., National Parts Depot, Mississauga	Auto Workers (CLC)	210	B
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	230	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	B
Dempster's Bread, Div. of Corporate Foods, Toronto	Teamsters (Ind.)	325	B

* See page 697 for definition of codes.

* Federal jurisdiction

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag.
Domglas Inc., Brampton	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	500	CO
Du Pont of Canada Ltd. (Kingston Works)	Kingston Independent Nylon Workers Union (Ind.)	1,675	B
Du Pont of Canada Ltd., Nipissing Works, North Bay	Employees' Assn. (Ind.)	280	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,235	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	PM
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	PF
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eddy Forest Products, Wood Products Div., Nairn	Carpenters (AFL-CIO/CLC)	215	CO
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	320	B
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	450	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	PF
Glengarry Transport Ltd., Alexandria	National Council of Canadian Labour (Ind.)	370	B
The Globe and Mail (Circulation, Editorial and Maintenance-Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	400	ME
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310	PF
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	ME
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PM

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	246	CO
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	440	ARB
Hamilton Civic Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	725	CO
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	700	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345	PFB
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273	PFB
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	775	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	PFB
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	PMB
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	MED
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	PFB

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stage
Lincoln County Board of Education	CUPE (CLC) (maintenance and care-taking empls.)	208	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	212	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	ME
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,960	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	PF
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	F
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	PC
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	AR
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	290	B
William Neilson Co. Ltd., Georgetown and Toronto	United Food and Commercial Workers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	700	B
Niagara Falls City Corp.	CUPE (CLC)	289	B
Niagara South Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	435	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	925	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	483	PF
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	F
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	ME
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	B
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,485	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,380	MED
North York City Corp.	CUPE (CLC) (inside empls.)	500	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	ARB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	459	PFB
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees Union (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,400	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	B
Ontario Government	OPSEU (NUPGE) (CLC) (general administration category)	4,885	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	MED
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care and correctional services category)	9,160	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	MED
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Heavy Construction Assn.	Carpenters (AFL-CIO/CLC)	200	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	MED/WS

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	B
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	450	B
Ottawa Board of Education	Employees Assn. (Ind.) (maintenance services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,150	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	ARB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	MED
Peel Board of Education	Custodian & Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARE
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	373	F
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	PCE
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	PME
Phillips Electronics Ltd., Strathroy Furniture, Strathroy	Christian Labour Assn. (Ind.)	235	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	MED
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commercial Workers (AFL-CIO/CLC)	437	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARE
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	420	B

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	B
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	295	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical empls.)	700	B
Ryerson Polytechnical Institute Board of Governors	Graduate Assistants' Assn.	260	CO
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	PCB
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	PCB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PCB
Scarborough General Hospital	OPSEU (NUPGE) (CLC)	220	PCB
Silknet Ltd. and Dominion Woollens and Worsteds, Cambridge	United Textile Workers (AFL-CIO/CLC)	325	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., 1,250 Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)		B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	560	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	MED
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,035	B

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag.
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	AR
Sudbury Regional Municipality and the District of Sudbury Social Services Administration Board	CUPE (CLC)	310	B
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	370	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	750	B
Toronto City Board of Education	Council of Trade Unions (maintenance and construction workers)	500	B
Toronto City Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,240	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PC
Toronto Hydro Electric System and Toronto Electric Commission	CUPE (CLC)	800	B
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,920	ME
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	ME
University of Toronto	Graduate Assistants Assn. (Ind.)	1,950	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	CO
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	CO
University of Windsor	Faculty Assn. (Ind.)	550	CO
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	PC
Wabasso Ltd., Camtex Div., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	315	ME
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	400	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	AR
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	MED/WS
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	325	CO
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PMB
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	CO
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	16,300	B
Bell Canada, Quebec and Ontario**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	CB
Council of Printing Industries of Canada, London, Hamilton, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,200	CO
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,790	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	B

** Federal jurisdiction

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag.
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	52,620	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,110	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Winnipeg, Man. and Calgary and Medicine Hat, Alta.**	United Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	650	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing and Publishing, Livestock and Construction and Repair Divs.)	2,500	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

** Federal jurisdiction

Negotiations in Progress during November 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiations Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1979

Employer and Location	Union	No. Empl
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475
Artex Woollens, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	230
Brewers Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,291
Canada Packers, York Farms Div., 2 plants, Brantford	United Food and Commercial Workers (AFL-CIO/CLC)	220
Canadian General Electric Co. Ltd., Intercity	Electrical Workers (UE) (CLC) (plant empls.)	5,700
Canadian General Electric Co. Ltd., Drafting Section, Intercity	Technical Engineers (AFL-CIO/CLC)	250
Canadian Red Cross Society, Blood Transfusion Service, Intercity	Employees' Assn. (Ind.)	209
Carling O'Keefe Breweries of Canada Ltd., Toronto	Cdn. Brewery Workers (CLC)	255
Chrysler Canada National Parts Depot, Mississauga	Auto Workers (CLC)	210
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	225
Council of Printing Industries of Canada, Intercity	Graphic Arts Union (AFL-CIO/CLC)	1,280
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770
Dempster's Bread Div. of Corporate Foods, Toronto	Teamsters (Ind.)	325
Domglas Ltd., Brampton	Glass and Ceramic Workers (AFL-CIO/CLC)	500
Du Pont of Canada Ltd., Nipissing Works, North Bay	Employees' Assn. (Ind.)	280
Durham Regional Municipality (Homes for the Aged), Oshawa and Beaverton	CUPE (CLC)	440
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500
Fabricated Steel Products (Windsor) Ltd.	Auto Workers (CLC)	320
Foxhead Inn Ltd. Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400
Glengarry Transport Ltd., Alexandria	National Council of Canadian Labour (Ind.)	370
Government of Canada (Treasury Board)	Cdn. Union of Postal Workers (CLC) (internal mail operations group)	3,500

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1979 (cont'd)

Employer and Location	Union	No. of Empls.
Government of Canada (Treasury Board)	Council of Graphic Arts Union (printing operations, non- supervisory)	661
Government of Canada (Treasury Board)	Letter Carriers (CLC) (postal operations group, non-super- visory empls.)	7,328
Government of Canada (Treasury Board)	Postal Officials Assn. (postal operations, supervisory empls.)	777
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (commerce group)	1,178
Government of Canada (Treasury Board)	PIPS (Ind.) (nursing group)	444
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (adminis- trative services group)	3,740
Government of Canada (Treasury Board)	PSAC (CLC) (auditing group)	1,261
Government of Canada (Treasury Board)	PSAC (CLC) (information serv- ices group)	616
Government of Canada (Treasury Board)	PSAC (CLC) (programme adminis- tration group)	9,335
Government of Canada (Treasury Board)	PSAC (CLC) (purchasing and supply group)	1,091
Government of Canada (Treasury Board)	PSAC (CLC) (welfare programme group)	363
Halton Regional Police	Police Assn. (Ind.)	252
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	700
Hawker Siddeley Canada (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	704
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	380
Labatt's Ltd., Toronto	Cdn. Brewery Workers (CLC)	311
Labatt's Ltd., London	CLC Directly Chartered	474
Lincoln County Board of Education	CUPE (CLC) (maintenance and caretaking empls.)	208
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	212
London and District Road, Sewer and Water- main Contractors	Labourers (AFL-CIO/CLC)	425
London City Corp.	Fire Fighters (AFL-CIO/CLC)	291
Metropolitan Toronto Library Board	CUPE (CLC)	218
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time empls.)	280

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1979 (cont'd)

Employer and Location	Union	No. Emp.
Molson's Brewery (Ontario) Ltd., Barrie	Cdn. Brewery Workers (CLC)	45
Molson's Brewery (Ontario) Ltd., Toronto	Cdn. Brewery Workers (CLC)	51
William Neilson Co. Ltd., Georgetown and Toronto	United Food and Commercial Workers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	70
Niagara Falls City Corp.	CUPE (CLC)	28
Niagara Regional Municipality (Public Works Dept., Office, etc.)	CUPE (CLC)	47
Niagara Regional Police Force	Police Assn. (Ind.)	54
Niagara South Board of Education	CUPE (CLC) (caretaking and main- tenance empls.)	43
Niagara South Board of Education	Secretarial and Custodial Assn. (Ind.)	20
North Bay City Corp.	CUPE (CLC)	21
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	74
North York City Board of Education	CUPE (CLC) (office, clerical and technical empls.)	67
North York City Corp.	CUPE (CLC) (inside empls.)	50
North York City Corp.	CUPE (CLC) (outside empls.)	72
North York Public Library	CUPE (CLC)	30
Ontario Government	Ontario Public Service Employees Union (NUPGE) (CLC) (clerical services category)	9,86
Ontario Government	OPSEU (NUPGE) (CLC) (general op- erational services category)	4,66
Ontario Government	OPSEU (NUPGE) (CLC) (institution- al care and correctional ser- vices category)	9,16
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,58
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,45
Ontario Housing Corp., province-wide	CUPE (CLC) (office and main- tenance empls.)	1,03
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	68
Ontario Hydro, province-wide	Engineers Assn. (Ind.) (prof- essional engineers)	5,03
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	32
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	32

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1979 (cont'd)

Employer and Location	Union	No. of Empls.
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	450
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	325
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	295
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	750
Scarborough Borough Board of Education	CUPE (CLC) (part-time mainten- ance empls.)	354
Scarborough Borough Corp.	CUPE (CLC) (hourly-rated empls.)	600
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	461
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	384
Shirley Knit Ltd. and Dominion Woollens and Worsted, Cambridge	United Textile Workers (AFL-CIO/ CLC)	325
Simcoe County Board of Education	Ontario Public Service Employees (NUPGE) (CLC)	219
Sudbury Regional Police Dept.	Police Assn. (Ind.)	223
Sunnybrook Food Market (Keele) Ltd., province-wide	National Council of Canadian Labour (Ind.) (part-time clerks)	300
Thunder Bay City Corp.	CUPE (CLC)	340
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	370
Thunder Bay City Police Force	Police Assn. (Ind.)	220
Toronto and District Lithographing Companies	Graphic Arts Union (AFL-CIO/CLC)	2,160
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	353
Toronto City Board of Education	Council of Trade Unions (main- tenance and construction workers)	500
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	350
Toronto City Board of Education (Plant Oper- ations, Maintenance and Construction)	CUPE (CLC) (caretakers)	721
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	213
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,057
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,657
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,240
Toronto Metropolitan Municipality	CUPE (CLC) (inside empls.)	3,949
Toronto Metropolitan Municipality	CUPE (CLC) (outside empls.)	2,100

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1979 (cont'd)

Employer and Location	Union	No. Emp
Toronto Metropolitan Police (Unit A)	Police Assn. (Ind.) (office, maintenance and service empls.)	69
Toronto Metropolitan Police (Unit C)	Police Assn. (Ind.) (cadets and matrons)	37
Toronto Public Library Board	CUPE (CLC)	33
Toronto Upholstered Furniture Manufacturers	Upholsterers (AFL-CIO/CLC)	32
Waterloo County Board of Education	Employees' Assn. (Ind.)	20
Waterloo Regional Police Force	Police Assn. (Ind.)	42
Windsor City Corp.	Police Assn. (Ind.)	36
York Borough Board of Education	CUPE (CLC) (caretakers and main- tenance empls.)	23
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	31
York County Board of Education	CUPE (CLC) (service and mainten- ance empls.)	33
York Regional Municipality	Police Assn. (Ind.)	30

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
DECEMBER 1979

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1979 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in December 1979. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in January 1980.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

January 29, 1980

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Highlights

Petrochemical Industry Wage Reopener. Shell Canada and the Oil, Chemical and Atomic Workers International Union (OCAW) agreed in December on an unscheduled mid-term general wage increase of 3 per cent for the company's unionized workers. The company's current two-year agreements, including one covering 225 OCAW members at Shell's Sarnia Refinery, were based on an industry-wide settlement pattern established in the spring of 1979 and provided a two-stage general wage increase of 16 per cent, with the second installment of 7.5 per cent scheduled on February 1, 1980. The settlement pattern applied to a total of 12,000 refinery and petrochemical workers across Canada, including close to 3,500 employees at six major oil companies in Ontario. The original agreement did not include a cost-of-living escalator, but there was an unwritten understanding between the parties that the 1980 wage schedule would be reviewed in light of the future economic situation. Since then a number of unforeseen developments have taken place, such as rising interest rates, climbing oil prices and a rejection of the OCAW industry pattern by about 1,300 members of six locals of the United Oil Workers of Canada at three Montreal area refineries. The Montreal workers, without a current contract since February 1, 1979, went on strike in early December after turning down a mediator's report proposing a wage increase of 8.5 per cent in the first year, 10.5 per cent in the second and 8.5 per cent plus indexation tied to the local cost-of-living in the final year of a three-year agreement. Under such circumstances, Shell's move in improving the scheduled 1980 wage increase of 7.5 per cent to 10.5 per cent to reflect the agreed special increase has since been followed by the other major oil and petrochemical companies including Dow Chemical, Fiberglas, Gulf, Polysar and Texaco. These companies granted their OCAW-represented workers similar unscheduled mid-contract wage increases, effective in most plants on February 1, 1980.

Teacher Settlements. The 1979 negotiations between Ontario teachers and school board trustees involved 114 major agreements, of which 93 were scheduled for renewal on August 31, 1979 and 21 expired a year earlier but had not been renewed by the year end. The negotiations affected about 87,000 (93 per cent) of the 93,400 teachers at public and separate schools across the province covered by 125 existing major agreements for units of 200 or more teachers.

The largest of the 1979 sets of negotiations included close to 10,000 elementary school teachers in Toronto, North York and four surrounding boroughs, who in previous bargaining rounds were jointly represented by the Metropolitan Toronto Board of Education. As was the case with their high school counterparts last year, the elementary school teachers in Toronto, North York and East York Borough chose to withdraw from the Metro negotiating team and engage in direct talks with their respective boards of education, on the basis that the local trustees would be more sensitive to their specific problems. In addition to salaries and the length of the new contracts, job security and staffing were the major issues of concern to teachers facing continuous layoffs because of declining enrolments.

The first group to settle included Etobicoke, Scarborough and York teachers, who continued to bargain centrally and in mid-December ratified a settlement reached in mediation. The two-year settlement resulted in four separate contracts covering a total of 4,400 teachers in the three boroughs and about 140 teachers employed by the Metropolitan Toronto School Board in schools for the trainable retarded. The approved contract terms provided a 7.6 per cent salary increase for the 1979-80 school year and a further 7 per cent for 1980-81, supplemented by a modified cost-of-living clause based on the Toronto CPI. A 3.63 per cent allowance generated by the previous formula was folded into the salaries as of September 1, 1979. The awarded general increase was 2.6 per cent higher than the 12 per cent over two years accepted earlier by the secondary teachers in the Metro area, to restore parity for elementary teachers who in 1978-79 were paid lower salaries than their high school colleagues. Along with improvements in responsibility allowances and health and welfare benefits, the elementary teachers' settlement also contained stronger seniority clauses, new provisions for career counselling and retraining, and created 73 new teaching positions in the three boroughs over two years. A similar but separate settlement, featuring several provisions designed to lessen the impact of proposed layoffs, was ratified a week later by North York's 2,145 elementary school teachers. A revised staffing formula, based on North York's enrolments, added 27 new positions in 1980-81 and a further 13 positions in 1981-82. The Toronto and East York Borough disputes remained unresolved and were carried over into 1980.

During December, 12 additional renewal agreements were concluded bringing to 71 the number of current major contracts affecting about 48,800 elementary and secondary school teachers across the province. Of the 71 agreements, 11 were finalized in 1978 and covered a two-year period ending in August 1980. The remaining 60 agreements were concluded within the past twelve months, leaving 54 (48 per cent) of the 114 sets of negotiations unresolved by the end of 1979. Of the 60 new agreements, 18 were retroactive to September 1, 1978, while the remaining 42 covered the school year commencing in September 1979. Twenty eight of the 60 agreements were reached in direct bargaining, 30 were resolved either at the fact-finder, post fact-finder, mediation or post-mediation stage and only two were settled through voluntary binding arbitration. The latter involved 490 elementary school teachers in Essex County, where arbitration followed a failure of mediation efforts to reach a 1979-80 agreement, and 1,000 secondary school teachers in York County, where a mediated settlement to submit all monetary issues to arbitration ended a work-to-rule campaign and a 2-day lockout in early September.

The York County dispute, finally settled in December, was one of four major 1978 bargaining situations which involved work sanctions. The other three involved 560 Brant elementary teachers, who reached in December a two year agreement in mediation during a 22-day work stoppage; 2,380 North York secondary teachers, who ended a 40-day work-to-rule in December by turning over negotiations to a process known as mediation-arbitration and 2,500 Peel elementary teachers, who returned to work after a 14-day strike in late October by agreeing to voluntary binding arbitration. In effect the North York and Peel situations were

only partially resolved by the year end. Additional school work disruptions during 1979, involving 178 and 88 secondary school teachers in Haldimand and Kirkland Lake, took place in the first half of the year and ended with 1978-80 agreements concluded in mediation and arbitration, respectively. The major elements contributing to the prolonged disputes and the incidence of work sanctions were salary increases insufficient to match inflation and to produce wage parity with teachers in neighbouring boards of education, redundancy, pupil-teacher ratios, working conditions (particularly as they related to job security), and "contract-stripping" attempts by some of the boards of education, which would affect retirement gratuities, sick leave and other existing benefits.

A definite trend towards multi-year agreements was confirmed this year. Thirty-six of the 60 new agreements covered a two-year period, with 18 extending to August 31, 1981, and a further two were of a three year duration - one expiring in 1981 and the other in 1982. Negotiated salary increases for the 1979-80 school year were in the 3 to 11.5 per cent range, with the majority of agreements providing increases averaging between 6 to 9 per cent. The longer term contracts included second year increases of between 3 to 7 per cent, which in 23 instances were supplemented with a triggered COLA provision or guaranteed lump sum payments. In the three guaranteed COLA payment cases, the escalator provisions were discontinued. Cost-of-living clauses were removed from another 6 agreements in return for higher direct increases. The negotiated 1979-80 salary increases resulted in an average starting salary of about \$14,240 per annum, within a range of \$13,117 to \$17,265 for teachers with a university degree, and \$29,550 within a range of \$28,420 to \$33,035 for those with 13 to 14 years of teaching experience. The majority of the new contracts, in addition to salary increases provided improvements in responsibility allowances, welfare benefits, Professional Development Funds and revisions in a number of clauses designed to cope with redundancy, such as early retirement incentives, sabbatical and deferred salary leaves, other paid or unpaid absences, lower pupil-teacher ratios, job sharing and improved layoff procedures.

At the beginning of January 1980, the 51 unresolved 1979 bargaining situations and the 3 partially resolved disputes carried over from 1978 (Peel elementary and North York and York Borough secondary teachers) were either at the direct talks stage (1), fact-finder or post fact-finder stage (17), mediation or post-mediation stage (33), or in mediation-arbitration (3). The combined "med-arb" procedure provides for an arbitrator, appointed by the provincial Education Relations Commission, who mediates as many of the unresolved matters as possible, before resorting to binding arbitration.

Municipal Police Settlements. The Hamilton-Wentworth Regional Board of Police and its 650 uniformed employees approved a one-year renewal agreement providing a general salary increase of 7.5 per cent for 1980. The directly negotiated contract also included an improved vacation plan (with five weeks after 17 years of service and two additional weeks, instead of one, in the year of retirement), an improved dental plan, higher long service payments and clothing allowances. Another

feature of the new contract was an improved pension plan with a first time provision for a 30-year optional retirement.

The acceptance of the new contract in December marked the first time in recent years that the Police Association has reached a new agreement before the current one expired. The 1978 and 1979 agreements were settled after 17 months of negotiations in April 1979 through a compromise solution. The 1978 agreement contained salary and vacation revisions agreed to in direct negotiations, with the unsettled issues referred to a single arbitrator. The contentious matters involved changes in injury compensation and pension provisions, affecting policemen who joined the force before 1965 and were covered by a municipal plan less favourable than a province-wide plan applicable to the more recent members of the force. The 1979 agreement, settled after one month of direct talks, incorporated the arbitrator's decision permitting the older members to buy back military service in order to reach the 35 years of service credits required for full pension benefits. In addition, the settlement provided a two-stage salary increase of 8 per cent, and a number of improved or new fringe benefits. The negotiated increases gave a first class constable an annual salary of \$21,823 by July 1, 1979, placing them among the highest paid police forces in the province. Both settlements were reported on pp. 253-254 of the April 1979 issue of this report.

All other major municipal police contracts, due to be re-negotiated in 1979, were concluded before the end of October. The settlements affected over 10,000 policemen and produced a second-year wage reopener in a current 1978-79 contract, three contracts of a two-year duration and eight renewal agreements for a one-year term. All but two of the renewals were reached without resort to arbitration. Compulsory arbitration took place in the Niagara and Durham Regions, where the disputes centered on wages, layoff clauses and pension revisions, particularly a "30 and out" clause and the inclusion of military service in the length of police service for pension purposes.

The negotiated or awarded 1979 salary increases ranged from 6.2 per cent in Halton Region to 11 per cent in Thunder Bay (the wage reopener). In eight instances the increases were implemented in two stages, with the second installment effective in July. In York Region, the agreement provided a three-stage increase, with the third payment due in October 1979. In effect, the final 1979 annual salaries for a first class police constable were brought into a range of \$21,300 to \$21,976 with the highest figure attained in the Niagara Region. Of the three longer-term agreements, two provided 1980 salary increases of 7.5 per cent and one had a second year reopener. The salary reopener was included in the Metropolitan Toronto Police agreement, reached in conciliation in February 1979. The 5,300 Toronto policemen returned to the bargaining table in January 1980 seeking a 17.7 per cent salary increase for first class constables in order to restore their position of being among the highest paid policemen in the country. The association also proposed a 12 per cent differential for sergeants, who now earn 9.5 per cent more than constables.

Index to Settlements Reported, December 1979

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Bell Canada, Quebec and Ontario	Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	712
Bell Canada, Quebec and Ontario	Cdn. Telephone Employees' Assn. (Ind.) (communication sales empls.)	713
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	714
Chelsey Park Corp., Mississauga	Service Employees (AFL-CIO/CLC)	728
Continental Group of Canada Ltd., Mt. Denis Plant, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	708
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	714
Frankel Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/CLC)	710
The Globe and Mail (Circulation, Editorial, and Maintenance-Delivery Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	708
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	715
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	729
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	725
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	729
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	716
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	730
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	716
Metropolitan General Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	726
Metropolitan Toronto School Board and the Boards of Education for the Boroughs of Etobicoke, Scarborough and York	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	717
William Neilson Ltd./Ltée, Toronto	United Food and Commercial Workers (AFL-CIO/CLC) (production empls.)	705
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FOOD AND BEVERAGE

William Neilson Ltd./Ltee at Georgetown and Toronto - Local 529A, United Food & Commercial Workers (AFL/CIO/CLC) (740 production and warehouse employees): A 12-month renewal agreement effective from December 2, 1979 to November 30, 1980, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 2/79</u>
	Average Increase	9.4%
	Packer	\$5.00 (\$4.54)
	Tractor Driver	\$7.80 (\$7.00)
	Electronic Technician	\$10.70 (\$8.85)
Retroactivity:	Applies only to wages. All other economic adjustments will be effective January 1, 1980.	
Hours of Work:	40 per week (unchanged).	
Shift Premium:	0-20¢-24¢ (0-18¢-22¢). For early shift starts a \$2 per hour premium for all hours worked prior to 6 a.m. (new).	
Paid Holidays:	12 days (unchanged).	
Paid Vacation:	4 weeks after 13 (14) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).	
Health and Welfare:	Life Insurance - Employer pays full cost of the \$5,000 coverage. (Previously employees paid \$1.60 per month.)	
	<u>Dental Plan</u> - Employer pays 75% (65%) of current premium costs. Any premium increases in 1980 to be borne by employer.	
Freezer Allowance:	25¢ (15¢) per hour.	
Meal Allowance:	\$2.50 (\$2.15)	
Safety Shoe Allowance:	Designated personnel \$35 per year; all others \$30. (\$28 for all employees.)	
Tool Allowance:	Lubrication mechanic - \$27.50 (\$25) per year. All other designated tradesmen - \$88 (\$80) per year.	

TEXTILE

Wabasso Inc. at Dunnville - Local 755T, Clothing and Textile Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from September 8, 1979 to September 8, 1982, covering 380 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 8/79	Sept. 8/80	Sept. 8/81
General Increases		40¢	34¢	38¢
COLA Fold-in		8¢*		
Additional Adjustments		10¢-50¢	20¢-50¢	
Group 5 (includes Shipper Helper)		\$4.43-\$4.53 (\$3.95-\$4.05)	\$4.77-\$4.87	\$5.15-\$5.25
Electrician Class I (Group II)		\$7.03 (\$6.05)	\$7.67	\$8.05

Probationary period is 40 working days. Maximum rate for Shipper Helper is reached after 40 days.

*Generated under the 1975-1977 agreement.

Cost of Living Allowance: Effective September 8, 1981, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. Triggered at 7.1% above the June 1981 base. Payable quarterly. Capped at 15¢. (Previous provision was inoperative.)

Paid Holidays: Effective September 8, 1981, 1 floating day is added for a total of 13 days.

Paid Vacation: Effective in 1980, 4 1/2% (4%) after 1 year's service, 6 1/2% (6%) after 9 years, 8 1/2% (8%) after 15 years and 10 1/2% (10%) after 25 years.

Effective in 1981, 5% after 5 years' service and 9% after 20 years service (new).

Effective in 1982, 5 1/2% after 5 years' service, 7% after 9 years, 8 1/2% after 14 years, 9 1/2% after 19 years and 10 1/2% after 24 years.

Health and Welfare: Life Insurance - Effective January 1, 1980, \$5,000 (\$4,000) coverage.

Weekly Indemnity Plan - Benefits increase to 60% of weekly earnings (\$75) to UIC maximum, payable on a 1-8-26 basis.

Meal Allowance: \$3-\$4 (\$1.50-\$2) depending on length of overtime.

Safety Shoe Allowance: Effective December 6, 1979, \$20 annually. Effective September 8, 1981, \$25 annually. (Previously, employer paid 50% of cost of 1 pair of shoes annually.)

CLOTHING

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	7%	7% non-compounded
	Bundle Operator	\$3.84 (\$3.59)	\$4.09
	Stock Room	\$4.46 (\$4.17)	\$4.75
	Power Cutter and Spreader	\$5.38 (\$5.03)	\$5.73
Paid Holidays:	One additional day is added for a total of 11 days.		
Paid Vacation:	3 weeks after 6 (7) years' service and 4 weeks after 17 (20) years.		
Bereavement Leave:	Daughter-in-law and son-in-law are included in the definition of the immediate family for up to 3 days' paid leave.		
WOOD			
<u>Weyerhaeuser Canada Ltd. at Sault Ste. Marie - Local 2-1000, Woodworkers (AFL-CIO-CLC):</u> A 24-month renewal agreement effective from November 26, 1979 to November 25, 1981, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.			
Wages:	Effective	<u>Nov. 26/79</u>	<u>Nov. 24/80</u>
	General Increases	70¢	65¢
	Labourer	\$6.13 (\$5.43)	\$6.78
	Electrician "A 1"	\$7.89 (\$7.19)	\$8.54
Paid Vacation:	3 weeks after 6 (8) years' service, 4 weeks after 13 (15) years, 5 weeks after 20 (21) years and 6 weeks (new) after 25 years.		
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$8,000) coverage.		
	<u>Weekly Indemnity</u> - Effective November 24, 1980, benefits increase to \$100 (\$65) per week, payable on a 1-7-26 basis.		
Pension Plan:	Effective January 1, 1981, \$8 (\$7) per month per year of service from August 1960.		
	Effective January 1, 1981, employee with 30 years of continuous service can retire at age 62 with no actuarial reductions (new).		
Meal Allowance (new):	\$2 after 2 hours of unscheduled overtime.		

Clothing Allowance: Employer supplies 1 pair of mitts per quarter to lumber handlers (previously, 2 pairs annually).

PAPER AND ALLIED

Continental Group of Canada Limited, Mt. Denis Plant at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 30-month renewal agreement effective from November 1, 1978 to April 30, 1981, covering 296 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	Nov. 1/78	Nov. 1/79	Nov. 1/80
General Increases		10% with a minimum of 61¢ per hour	9%	6%
Feed Take-Off and Pack		\$5.71-\$6.04 (\$5.10-\$5.43)	\$6.22-\$6.58	\$6.59-\$6.97
6 Colour Press-man		\$10.95 (\$ 9.95)	\$11.94	\$12.66

Previous rates reflect a rollback by the Anti Inflation Board.

Probationary period is 2 months. Maximum rates for Feed Take-Off and Pack is reached after four 6-month increases, with the third and fourth increases based on merit.

Shift Premium: Effective December 2, 1979, 15% of the day base rate to a maximum of 45¢ (40¢).

Paid Vacation: Effective May 1, 1979, 5 weeks after 23 (24) years' service. Effective May 1, 1980, 5 weeks after 22 years.

Health and Welfare: Life Insurance - Effective November 1, 1979, \$12,000 (\$10,000) coverage.

Major Medical - Effective January 1, 1979, \$25 deductible and 90%/10% co-insurance. (Previously \$25/\$50 deductible and 80%/20% co-insurance.)

Pension Plan: Basic Benefit - Effective November 1, 1978, \$9 (\$7) per month per year of service. Effective November 1, 1980, \$9.50.

Vesting after 15 years' service (new) regardless of age.

Safety Shoe Allowance (new): Employer pays \$25 toward the cost of 1 pair per year.

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Departments) a Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): Three 36-month renewal agreements effective from July 1, 1979 to June 30, 1982, covering 400 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:

Effective	<u>July 1/79</u>	<u>Jan. 7/80</u>
General Increases	6% to a maximum of \$23.82	4% to a maximum of \$16.83
<u>Weekly Rates</u>		
<u>Circulation</u>		
Group D (Office Messenger)	\$146.46-\$172.41 (\$138.17-\$162.65)	\$152.32-\$179.31
Group A (includes Intermediate Clerk)	\$188.64-\$241.25 (\$177.96-\$227.59)	\$196.19-\$250.90
<u>Editorial</u>		
Group 1 (Copy Messenger)	\$147.15-\$169.12 (\$138.82-\$159.55)	\$153.04-\$175.88
Group DD (includes Reporter)	\$256.54-\$420.82 (\$242.02-\$397.00)	\$266.80-\$437.65
Group A (includes Editorial Writer)	\$455.82 (\$432.00)	\$472.65
<u>Maintenance - Delivery</u>		
Loader	\$214.45 (\$202.31)	\$223.03
Electrician	\$404.82 (\$381.00)	\$421.65
Effective	<u>July 1/80</u>	<u>July 1/81</u>
General Increases	8% to a maximum of \$35.01	8% to a maximum of \$37.81
<u>Circulation</u>		
Group D (Office Messenger)	\$164.51-\$193.65	\$177.67-\$209.14
Group A (includes Intermediate Clerk)	\$211.89-\$270.97	\$228.84-\$292.65
<u>Editorial</u>		
Group 1 (Copy Messenger)	\$165.28-\$189.95	\$178.50-\$205.15
Group DD (includes Reporter)	\$288.14-\$472.66	\$311.19-\$510.47
Group A (includes (Editorial Writer)	\$507.66	\$545.47

	<u>July 1/80</u>	<u>July 1/81</u>
<u>Maintenance - Delivery</u>		
Loader	\$240.87	\$260.14
Electrician	\$456.66	\$494.47
Probationary period is 3 months. Maximum rates for Copy Messenger and Office Messenger are reached after two 6-month increases. Maximum rates for Intermediate Clerk are reached after 3 years and for Reporter after 5 years.		
Shift Premium:	0-\$4.50-\$4.50. (Previously, \$2.75-\$4.00 per shift depending on salary.)	
Paid Vacation:	4 weeks after 7 (8) years' service and 5 weeks after 18 (20) years.	
Bereavement Leave:	1 day's paid leave for a funeral outside continental North America (new).	
Sick Leave:	Paid leave for alcohol and drug addiction treatment (new).	
Mileage Allowance:	23¢ (17¢) per mile.	

METAL FABRICATING

Frankel Steel Limited, formerly Frankel Structural Steel Limited, at Toronto - Local 834, Structural Iron Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 3, 1979 to October 2, 1981, covering 284 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 3/79</u>	<u>Oct. 3/80</u>
	General Increases	10%	6%
	General Labourer (hired before Oct. 3, 1977)	\$7.17 (\$6.52)	\$7.60
	Mechanical & Electrical Maintenance Mechanic	\$8.60-\$8.80 (\$7.82-\$8.00)	\$9.12-\$9.33
Cost of Living Allowance (new):	Effective July 1980, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100. Payable quarterly.		
Overtime Pay:	Effective May 15, 1980, double time for overtime on Saturday. (Previously, time and one-half for first 4 hours and double time thereafter.)		

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 9-848, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month unscheduled wage reopener effective from February 1, 1980 to January 31, 1981, covering 225 employees, was mutually agreed upon.

Wages:	Effective	Feb., 1/80
	General Increase	10.5%*
	Regular Labour	\$7.83 (\$7.09)
	Journeyman Mechanic	\$11.59 (\$10.49)
	Senior Process Operator	\$12.55 (\$11.36)

*Previously, 7.5% as reported on page 226 of the April 1979 Report.

MINES

Pamour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Divisions) - Various Locals, Steelworkers (AFL-CIO/CLC) (880 mine, mill and plant employees): A 24-month renewal agreement effective from December 1, 1979 to November 30, 1981, settled at the conciliation officer stage. Duration of negotiations - 4 months.

The Noranda Mines' Langmuir property, included under the previous agreement, is currently not in operation.

Wages:	Effective	Dec. 1/79	June 1/80	Feb. 1/81
	Increases	\$1.51 (average)	40¢ (general)	30¢ (general)
	Job Class 1 (incl. Mine Labourer)	\$6.60 (\$5.46)	\$7.00	\$7.30
	Job Class 12 (incl. Electrician 1)	\$7.92 (\$6.32)	\$8.32	\$8.62
	Job Class 16 (incl. Diesel Mechanic)	\$8.40 (\$6.58)	\$8.80	\$9.10

Previous rates include an 8¢ COLA fold-in made July 6, 1979.

Settlement Pay: \$300 in lieu of retroactivity to November 1, 1979.

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance:	Using 1971=100, 1¢ per 0.35 point increase in the Consumer Price Index between August 1, 1980 and February 1, 1981 in excess of the increase in the hourly base rate during the same period. Adjustment will be incorporated into the wage structure April 1, 1981. (Previously, 1¢ per 0.4 point change between November 1978 and May 1979 beyond a 3% increase. Generated 8¢.)
Shift Premium:	0-20¢-25¢ (0-10¢-14¢). Applies to incentive bonus and non-incentive workers (previously to non-incentive only).
Sunday Premium:	50¢ (30¢) per hour in addition to any applicable shift premium.
Call-out Pay:	Minimum 8 hours' pay for call-outs after 4 a.m. (new). For all other times, 4 hours' pay at the applicable rate (unchanged).
Paid Holidays:	1 floating holiday is added for a total of 11 days.
Pay for Work on a Holiday:	Double time (time and one-half) plus holiday pay.
Paid Vacation:	Effective July 1, 1980, 3 weeks after 5 (8) years' service, 4 weeks after 15 (18) years and 5 weeks after 25 (28) years. Also, 2 weeks after 1 year (unchanged).
Health and Welfare:	Life Insurance and A.D. & D. - \$8,000 (\$7,000) coverage. Effective December 1, 1980, \$9,000 coverage. <u>Weekly Indemnity</u> - \$160 (\$125) per week. Effective January 1, 1980, U.I.C. "carve out" begins at end of fourth (second) week. <u>Dental Plan (new)</u> - Requires 2/3 participation. Pays 100% of fee schedule for preventative services and 80% with a \$10 single/\$25 family deductible for restorative services. Estimated monthly cost of \$3.68 single/\$13.51 family will be shared equally between employer and employee.
Pension Plan:	<u>Basic Benefit</u> - \$3 per month per year of service from 1971 to 1975; \$6 for 1976 and 1977; \$7 for 1978 and 1979, and \$10 for 1980 and beyond. (Previously, \$3 for all years of service.)

COMMUNICATION

Bell Canada, Quebec and Ontario - Canadian Telephone Employees' Association (Ind.)
(16,600 clerical and associated employees): A 12-month renewal agreement effective from December 1, 1979 to November 30, 1980, settled at the bargaining stage. Duration on negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/79</u>
	<u>Weekly Rates</u>	
	<u>Zone 1 - Montreal, Que., Windsor and Toronto, Ont.</u>	
	Clerk, Grade 5	\$179.50-\$243.00 (\$164.50-\$221.00)

Layout Artist	\$204.25-\$302.75 (\$185.75-\$272.75)
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Zone Effective April 6, 1980, all localities in Zone 3 move to Zone 2
Adjustments: schedule.

Hours of Work: 36 per week average (unchanged).

Overtime Pay: Time and one-half after 7 1/2 hours per day or 36 per week (unchanged); double time after 4 hours of overtime in any one week (new).

Paid Holidays: Easter Monday added for a total of 11.

Paid Vacation: 2 weeks after 1 year's service and 3 weeks after 3 years (both unchanged); 4* weeks after 12 (13) years and 5* weeks after 21 (22) years; 5 weeks after 25 years (unchanged).

*A minimum of 1 week must be taken during the period October through May.

Northern Allowances: \$40-\$115 (\$35-\$100) per week.

Bell Canada, Quebec and Ontario - Canadian Telephone Employees' Association (Ind.)
(540 communication sales employees): A 12-month renewal agreement effective from December 1, 1979 to November 30, 1980, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Dec. 1/79

Monthly Rates

Business Exchange Telephone
Sales Representative

Zone 3 - Kingston and London, Ont. \$838-\$1,290
(\$755-\$1,148)

Zone 1 - Montreal, Que.,	\$927-\$1,357
Toronto and Windsor, Ont.	(\$834-\$1,208)

Sales Representative

Zone 3 - Includes	\$1,263-\$2,028
Sherbrooke and Trois	(\$1,148-\$1,843)
Rivieres, Que., Cornwall	
and Kingston, Ont.	

Zone 1 - Montreal, Que.,	\$1,324-\$2,120
Hamilton, Toronto and	(\$1,204-\$1,925)
Windsor, Ont.	

Zone Sales Representatives in Thunder Bay added to Zone 2. Effective
Adjustments: April 3, 1980, all localities in Zone 3 move to Zone 2 schedule.

Other Hours of work, paid holidays and paid vacation are the same as
Provisions: for the Bell Canada clerical agreement, reported above.

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (560 employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, settled with mediation assistance during a work stoppage. Duration of negotiations - 24 months.

Wages:

Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
Average Increases	10.26%	10.84%	
<u>Annual Rates</u>			
Teacher - Category D 0-6 years	\$10,029-\$12,762 (\$9,319-\$11,860)	\$11,181-\$14,228	
Teacher - Category A1 0-10 years	\$12,785-\$21,801 (\$12,072-\$20,226)	\$13,707-\$23,373	
Teacher - Category A4 0-11 years	\$15,195-\$27,637 (\$14,560-\$25,627)	\$16,291-\$29,630	
Principal*	\$28,057-\$30,598 (\$25,950-\$ 8,300)	\$30,518-\$32,799	\$32,600-\$35,000

*Varies by years of experience and number of teachers. Overall range is shown.

Responsibility Supervisor - \$1,917 (\$1,800). Effective September 1, 1979,
Allowances: \$2,042. Allowances for Program Supervisors, County Supervisors and County Co-ordinators also increased by 6.5% each year of the agreement.

Administrative Vice-Principal, 0-2 years - \$1,917-\$2,343 (\$1,800-\$2,200).
Allowance: Effective September 1, 1979, \$2,042-\$2,495.

Special Subject Deleted from contract.
Allowance:

Bursary Fund: Deleted from contract September 1, 1979. (Previously provided up to \$150 to offset fees for approved courses.)

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,030 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	7.5%
	<u>Annual Rates</u>	
	Teacher - Category I 0-11 years	\$14,709-\$24,378 (\$13,683-\$22,677)
	Teacher - Category IV 0-11 years	\$17,199-\$30,429 (\$15,999-\$28,306)
	Vice-Principal 0-3 years	\$33,164-\$35,959 (\$30,850-\$33,450)
	Principal 0-3 years	\$38,163-\$41,710 (\$35,500-\$38,800)

Hourly Rates:	Night School - \$15.75 (\$15.25)
	Summer School - \$15.75 (\$15.25)
	Home Instruction - \$15.75 (\$11.75)

Summer School:	Principal's Salary - \$2,700 (\$2,275).
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Responsibility Allowances:	Director - \$2,700 (\$2,650)
	Major Head - \$2,450 (\$2,400)
	Minor Head - \$1,525 (\$1,475)
	Assistant Head - \$1,075 (\$1,025)
	Co-ordinator - \$2,700 (\$2,650)
	Assistant Co-ordinator - \$1,950 (\$1,900)
	Chairman - \$1,075 (\$1,025)
	Consultant - \$3,050 (\$3,000)

Educational Conference Allowance:	Principals - \$650 (\$500)
	Vice-Principals - \$500 (unchanged)

Health and Welfare:	<u>Medical/Dental Plan</u> - \$10 single and \$20 family deductible (\$25 and \$50).
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Grey County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 310 employees settled at the post fact finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Jan. 1/80</u>
	General Increases	6%	.5%
	Teacher - Category I 0-10 years	\$13,826-\$24,197 (\$13,044-\$22,827)	\$13,892-\$24,311
	Teacher - Category IV 0-12 years	\$16,131-\$29,957 (\$15,218-\$28,261)	\$16,207-\$30,098

Effective	<u>Sept. 1/80</u>	<u>Feb. 1/81</u>
General Increases	6%	1%
Teacher - Category I	\$14,726-\$25,770	\$14,864-\$26,013
Teacher - Category IV	\$17,179-\$31,904	\$17,341-\$32,205

Cost of Living Allowance:

Effective September 1, 1979, 1% per 1% increase in the Consumer Price Index - 1971=100, above the August 1979 base, calculated monthly on 1/12 of annual salary. Folded-in effective September 1, 1980. Effective September 1, 1980, the base month is August 1980. Triggered at 8% and capped at 12% in each year. (Same formula.)

Huron County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 268 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 1 year.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	7%
	Teacher - Category I 0-10 years	\$13,135-\$22,844 (\$12,276-\$21,350)
	Teacher Category IV 0-10 years	\$15,477-\$29,184 (\$14,465-\$27,275)

Professional Development Fund: \$50,000 (\$33,835).

Lanark County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 260 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Increases	6.5% on the average	6.5%
	Teacher - Category D 0-5 years	\$10,390-\$13,800 (\$ 9,280-\$12,850)	\$11,070-\$14,700
	Teacher - Category A1 0-11 years	\$13,960-\$23,840 (\$12,010-\$22,490)	\$14,870-\$25,390
	Teacher - Category A4 0-12 years	\$16,640-\$30,000 (\$15,370-\$28,270)	\$17,720-\$31,950

Cost of Living Allowance (new): Effective September 1, 1980, \$125 per 1% increase in the Consumer Price Index of April 1981 over April 1980 - 1971=100. Triggered at 8.5%. Capped at 10.5%

Health and Welfare: Dental Plan (new) - Effective January 1, 1980, employer pays 75% of premium costs for a plan equivalent to Blue Cross #9. Payments are based on the 1978 Ontario Dental Association fee schedule. Effective September 1, 1980, the 1979 O.D.A. fee schedule.

Metropolitan Toronto School Board and the Boards of Education for the Boroughs of Etobicoke, Scarborough and York - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (4,540 employees): Four 24-month renewal agreements effective from September 1, 1979 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/79	Sept. 1/80
COLA Fold-in		3.63%	
General Increases (Teachers' Salary Grid)*		7.6%	7%
<u>Annual Rates</u>			
Teacher - Category 1 0-7 years	\$10,090-\$17,144 (\$9,048-\$15,375)		\$10,796-\$18,344
Teacher - Category 4 0-10 years	\$14,180-\$24,406 (\$12,716-\$21,887)		\$15,173-\$26,114
Teacher - Category 7 0-10 years	\$17,036-\$30,405 (\$15,278-\$27,267)		\$18,229-\$32,533
Vice-Principal (Elementary Schools) 0-3 years	\$30,040-\$33,026 (\$26,914-\$29,796)		\$32,168-\$35,154
Principal (Elementary Schools) 0-4 years	\$34,648-\$38,630 (\$31,361-\$35,203)		\$36,776-\$40,758
Co-ordinator (10 month term)	\$33,365-\$36,348 (\$30,123-\$33,001)		\$35,493-\$38,476

*Effective September 1, 1979, annual rates for vice-principals, principals and co-ordinators increased by \$2,148 and effective September 1, 1980, \$2,128, i.e., 7.6% and 7.0% of Step 10, Level 7 of the teachers' grid.

Cost of Living Allowance: Using the Metropolitan Toronto Consumer Price Index - 1971=100 for September 1980 as the base, for each subsequent month in which the Index exceeds 108% of the base, the excess will be multiplied by the employee's annual salary and divided by 12. The allowance will accumulate and be paid in a lump sum at the end of the agreement.

(Previous formula was calculated monthly during the last year. Increases in the CPI were applied against the employee's annual salary divided by 10. Generated a 3.63% increase overall.)

Principal's Expense Allowance: \$650 (\$600) per school year.

Responsibility Allowances: 6% increase in all allowances of \$2,000 or more paid to a teacher holding a position of responsibility other than principal, vice-principal, co-ordinator or assistant co-ordinator.

In addition to the 6% increase, each Board will establish a fund equal to \$132.50 (\$125) per teacher in the 1979-80 school year and \$140.45 per teacher in the 1980-81 school year. Such funds, by mutual agreement, may be used for teachers in positions of responsibility.

Post-Graduate Degree Allowance: \$742 (\$700) per year for first degree. Effective September 1, 1980, \$265 per year for a second qualifying degree (new).

Health and Welfare: Life Insurance - Employer pays for first \$25,000 of coverage (unchanged). Employee pays for up to \$95,000 (\$75,000) of added optional coverage.

Extended Health Benefits - \$60 (\$40) every 2 years for eye glasses. Effective September 1, 1980, \$75. Effective September 1, 1979, \$400 (\$300) for hearing aids.

Dental Plan - Effective January 1, 1980, coverage to be based on the 1979 (1977) Ontario Dental Association fee schedule.

Coverage for Retirees (new) - If approved by the insurance carriers and provided there is no increased cost in premiums to the employer, an employee who retires early may maintain coverage of his or her insurance benefits until age 65.

Premium Payment for Part-time Employees - Now standardized between the participating Boards to equal the premiums paid for full-time employees times the ratio of the employee's part-time salary over the corresponding full-time salary.

Surplus Clause: Procedural aspects of the clause have been revamped. Employees electing to switch to part-time status will continue to accumulate full-time seniority (new).

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (900 employees): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	<u>Annual Rates</u>		
	Teacher - Category D 0-5 years	\$10,325-\$14,200 (\$ 9,650-\$13,400)	\$10,725-\$14,775
	Teacher - Category A1 0-12 years	\$13,475-\$23,375 (\$12,000-\$22,200)	\$13,875-\$24,135
	Teacher - Category A4 0-12 years	\$16,800-\$29,400 (\$15,300-\$27,300)	\$17,400-\$30,300

Responsibility Allowances: Principals - Number of principal groupings, based on size of school, reduced from 4 to 3 with maximum allowances as follows:

Group 1	\$4,800 (\$4,500)
Group 2	\$6,400 (\$5,700)
Group 3	\$7,200 (\$6,800)

Vice Principals \$1,800-\$3,400
(\$1,700-\$3,200)

Consultants \$2,900-\$5,650 (unchanged).

Health and Welfare: Vision Care - \$80 (\$40) every 2 years.

Educational Development Fund: \$31,000 (\$25,000).

Teacher Preparation Time: Provisions in the agreement for each K-6 classroom teacher's time table to include 30 minutes per week for preparation and planning for those teachers who currently do not receive this benefit.

North York Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (2,145 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the bargaining stage. Duration of negotiations - 12 months.

Compensatory items of settlement are the same as reported for the Metropolitan Toronto School Board et al on pages 717 and 718.

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 373 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	General Increases	6.4% of Aug. 31/79 plus increment	1.8% non-compounded (including lump sum payment plus increment)

	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
Teacher - Level 1 0-6 years	\$10,312-\$14,488 (\$ 9,690-\$13,617)	\$10,488-\$14,736
Teacher - Level 4 0-11 years	\$13,512-\$22,873 (\$12,697-\$21,497)	\$13,738-\$23,264
Teacher - Level 7 0-12 years	\$16,052-\$29,000 (\$15,087-\$27,255)	\$16,331-\$29,495
Lump Sum Payment:	0.53% of 1978/1979 grid salary.	
Health and Welfare:	Life Insurance - Effective February 1, 1980, employer pays 80% (75%) of premium costs. Effective April 1, 1980, \$25,000 (\$10,000) coverage.	
	Major Medical - Effective February 1, 1980, employer pays 80% (75%) of premium costs.	

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/79</u>
	General Increase	8.4%
	Teacher - Category I 0-11 years	\$12,683-\$24,098 (\$11,909-\$22,627)
	Teacher - Category IV 0-12 years	\$16,488-\$29,804 (\$15,482-\$27,985)
	Principal 0-3 years	\$37,785-\$40,702 (\$35,815-\$38,580)

Mileage Allowance: 14¢ per kilometer (19¢ per mile).

Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (950 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	General Increases	7.9789%	*
	<u>Annual Rates</u>		
	Teacher - Category I 0-11 years	\$14,167-\$24,247 (\$13,121-\$22,455)	

	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
Teacher - Category IV 0-11 years	\$17,342-\$30,774 (\$16,061-\$28,500)	
Vice-Principal 0-3 years	\$34,543-\$36,867 (\$31,991-\$34,142)	
Principal	\$39,842-\$42,944 (\$36,898-\$39,771)	

*Percentage increase to equal percentage increase reported in the 1980 Hay Management Compensation Comparison Study.

Night School, Summer School and Driver Education Instructor allowances and rates will receive the same percentage increases as above.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (595 employees): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, settled at the post fact finder bargaining stage. Duration of negotiations - 8 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/79</u>	<u>Sept. 1/80</u>
	Teacher - Level 1 0-6 years	\$10,825-\$16,243 (\$10,100-\$15,242)	\$11,529-\$17,337
	Teacher - Level 4 0-10 years	\$13,725-\$22,955 (\$13,000-\$21,600)	\$14,617-\$24,507
	Teacher - Level 7 0-12 years	\$16,227-\$30,063 (\$15,502-\$27,586)	\$17,282-\$32,090
	<u>Principal</u>		
	"B" Schools (less than 16 teachers)	\$32,305-\$33,705 (\$28,805-\$30,905)	\$34,905-\$36,305
	"A" Schools (16 or more teachers)	\$33,205-\$34,605 (\$29,705-\$31,805)	\$35,805-\$37,205

Cost of Living Allowance (new): Each teacher will receive \$100 up to a maximum of \$200 for each full percentage point increase in the Consumer Price Index for Canada - 1971=100. Triggered at 9% for the period September 1, 1979 to August 31, 1980.

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,060 teachers): A 12-month renewal agreement effective from September 1, 1979 to August 31, 1980, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/79
	<u>Annual Rates</u>	
	Teacher - Category D 0-6 years	\$11,190-\$16,380 (\$10,218-\$15,279)
	Teacher - Category A1 0-10 years	\$14,220-\$23,470 (\$13,169-\$22,169)
	Teacher - Category A4 0-11 years	\$16,470-\$29,120 (\$15,225-\$27,329.40)
Special Leave Without Pay (new):	For purposes of travel, study or rest, up to 1 year for teachers with 10 years' continuous service.	
Bereavement Leave:	a) 5 consecutive days for spouse, children, parents, brothers, sisters or guardians to a maximum of 2; b) 3 days for step-children, step-parents, step-brothers, step-sisters, parents-in-law, sons-in-law, daughters-in-law, grandparents and grandchildren; c) 2 days for brothers-in-law, sisters-in-law and grandparents-in law; d) 1 day for spouse's brothers-in-law or sisters-in-law. (Previously, maximum of 5 consecutive days upon death of immediate relatives, i.e., children, step-children, spouse, parents, step-parents, brothers, sisters, step-brothers, step-sisters, parents-in-law, brothers-in-law, sisters-in-law, grandparents, and guardians to a maximum of 2).	
Convention Allowances:	\$50 (\$45) per day where overnight accommodation is required.	
Supervision Allowance:	\$9 (\$8.65) per hour.	
Transportation Allowances:	14.3¢ (13.5¢) per kilometre, to be further increased by .6¢ per km. for each 6¢ per imperial gallon increase in the cost of gasoline.	

Windsor Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 36-month renewal agreement effective from January 1, 1979 to December 31, 1981, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
	General Increases	3%	3%	3%
	Cleaner	\$6.75-\$7.15 (\$6.51-\$6.91)	\$6.95-\$7.36	\$7.16-\$7.58

	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
Caretaker	\$7.32-\$7.66 (\$7.08-\$7.42)	\$7.54-\$7.89	\$7.77-\$8.13
Maintenance	\$8.47 (\$8.23)	\$8.72	\$8.99

Maximum rates are reached upon completion of the 2 month probationary period.

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index - 1971=100, using December 1978 as the base. To be folded-in January 1, 1980 and January 1, 1981. (Clause suspended in previous agreement.)

Shift Premium: 0-25¢-28¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 18 (20) years.

Health and Welfare: Life Insurance - \$35,000 (\$30,000) coverage.

Dental Plan - Coverage extended to include denture replacement (new).

Vision Care Plan (new) - Employer pays 100% of premium cost for plan providing a maximum of \$50 every 2 years.

York County Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,000 employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, settled by arbitration.
Duration of negotiations - 24 months.

Wages:	<u>Effective</u>	<u>Sept. 1/78*</u>	<u>Sept. 1/79</u>
General Increases		6%	6%
Adjustments			(see note)
	<u>Annual Rates</u>		
Teacher - Category 1 0-11 years	\$13,466-\$22,865 (\$12,704-\$21,571)		\$14,274-\$24,237
Teacher - Category 4 0-11 years	\$15,869-\$28,427 (\$14,971-\$26,818)		\$16,821-\$30,133
Vice-Principal* 0-5 years	\$31,164-\$34,132 (\$29,400-\$32,200)		\$32,864-\$35,994
Principal* 0-5 years	\$35,351-\$39,326 (\$33,350-\$37,100)		\$37,279-\$41,471

*September 1, 1978 rates were settled and implemented prior to arbitration.

NOTE: An amount equivalent to 0.5% of the September 1, 1979 grid will be applied to various steps within the grid.

Responsibility Increased by 6% September 1, 1979. Some examples follow:
 Allowances:

Master Teacher - \$2,783-\$3,949 (\$2,625-\$3,725)
 Major Department Head (Subject Chairman) - \$2,650 (\$2,500)
 Senior Teacher - \$1,219 (\$1,150)
 Branch Director - \$3,127-\$3,710 (\$2,950-\$3,500)
 Guidance Co-ordinator - \$4,982-\$5,512 (\$4,700-\$5,200)

Extra Degree Ph.D. - \$742 (\$700); Master's - \$583 (\$550); Bachelor's - \$212
 Allowance: (\$200).

Health and Life Insurance - Effective September 1, 1979 employer pays 100%
 Welfare: (75%) of premium cost.

Semi-Private Coverage - Effective September 1, 1979 employer pays
 100% (75%) of premium cost.

Dental Plan - Effective September 1, 1979 coverage to be based on
 the 1979 (1977) Ontario Dental Association fee schedule.

University of Toronto - Local 204, Service Employees (AFL-CIO/CLC) (685 non-teaching,
 non-clerical employees): A 24-month renewal agreement effective
 from July 1, 1979 to June 30, 1981, settled at the conciliation
 officer stage. Duration of negotiations - 8 months.

Wages:	Effective	July 1/79	Dec. 1/79	July 1/80
General Increase		41¢		Reopener
Additional Adjustments			8¢-15¢ for various classifications, mostly lead hands	
Housemaid*		\$5.48 (\$4.95)		
Bus Driver		\$6.77 (\$6.36)		
Bus Driver (Lead Hand)		\$7.15 (\$6.74)	\$7.27	
Chief Maintenance Worker		\$7.71 (\$7.30)		

*A few classifications, including Housemaid, were reclassified to the level of a Service Worker III.

Reopener Provision: Effective July 1, 1980 for wage rates only.

Hours of Work: Most classifications - 40 hours per week. Laboratory animal technicians, stores assistants, storekeepers and shippers - 37 1/2 hours (unchanged).

Shift Premium: Effective July 1, 1980, 0-20¢-20¢ (0-12¢-15¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 25 years' service (new). Also, 2 weeks after 1 year, 3 weeks after 2 years and 4 weeks after 10 years. For 1 to 11 months of service, employees receive 1 to 13 days off and 4% of gross earnings (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 80% of premium cost for comprehensive coverage based on the 1979 Ontario Dental Association fee schedule. To be implemented March 1, 1980.

Sick Leave - Plan provides regular pay for up to 15 weeks, from 1st day for accident, injury, or pregnancy and from 4th day for illness. Credits accumulated under former plan may be used up to a maximum of 3 days for each illness. (Previous plan provided 1 1/4 days of paid sick leave for each month of service to a maximum of 120 days.)

Paid Personal Leave of Absence (new): 3 days per year.

Meal Allowance: \$3.50 (\$2.50).

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospitals - Ontario Nurses' Association (Ind.) (500 full-time and 300 part-time employees): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, settled at the conciliation officer stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time Employees

Monthly Rates

Non-Registered Nurse* 0-7 years	\$1,316.12-\$1,529.12 (\$1,226.12-\$1,426.12)	\$1,406.12-\$1,632.12
Registered Nurse* 0-7 years	\$1,360.00-\$1,573.00 (\$1,270.00-\$1,470.00)	\$1,450.00-\$1,676.00
Nurse Clinician 0-7 years	\$1,595.16-\$1,804.42 (\$1,490.80-\$1,686.37)	\$1,699.51-\$1,922.46

Previous rates reflect a rollback by the Anti-Inflation Board.

*Special Start Rates - R.N.'s with less than 1 year of clinical experience, \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357. Graduate nurses, \$1,226.35 (\$1,146.12) and \$1,306.58 respectively.

Part-time Employees

Tour Rates - Equal prevailing annual rate of corresponding full-time position divided by 260 (unchanged).

Hours of Work (Full-time):	38 3/4 per week (unchanged).
Shift Premium:	0-\$1.75-\$1.75 (0-\$1.65-\$1.65) per tour.
Paid Holidays:	11 designated days (previously, 10 designated days and 1 non-premium floater).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 3 years and 5 weeks after 22 years (unchanged).
Health and Welfare:	Dental Plan (new) - Employer pays 50% of premium cost for basic, preventative coverage based on the current Ontario Dental Association fee schedule. No co-insurance. Effective following ratification upon meeting enrolment criteria.
Part-time Nurses:	Pay in Lieu of Fringe Benefits - Effective October 1, 1978, 10% of basic pay. (Previously, 8.75% for regular part-time employees and 6% for casuals). Effective October 1, 1979, 12%.

Metropolitan General Hospital at Windsor - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 268 employees, settled at the conciliation officer stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Graduate Nurse* 0-7 years	\$1,317-\$1,515 (\$1,229-\$1,429)	\$1,407-\$1,618
Registered Nurse* 0-7 years	\$1,360-\$1,573 (\$1,270-\$1,470)	\$1,450-\$1,676

Part-time
(tour rates)

Registered Nurse 0-1400 tours	\$69.206-\$80.034 (\$64.62-\$74.79)	\$74.954-\$86.633
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*Special Start Rates - Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses receive \$1,227 (\$1,149) per month. Effective October 1, 1979, \$1,308.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Paid Holidays: Effective in 1979, Boxing Day replaces the floating holiday for a total of 11 days (unchanged).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan based on the current Ontario Dental Association fee schedule.

Part time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1979, 12% (6%) of basic pay.

Victoria Hospital at London - Ontario Nurses' Association (Ind.) (725 full-time employees): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Monthly Rates

Non-Registered Nurse*	\$1,290.56-\$1,344.21 (\$1,200.56-\$1,254.21)	\$1,380.56-\$1,434.21
0-2 years		
Registered Nurse*	\$1,360.00-\$1,573.00 (\$1,270.00-\$1,470.00)	\$1,450.00-\$1,676.00
0-7 years		
Charge and Assistant Head Nurse	\$1,411.06-\$1,669.46 (\$1,318.75-\$1,560.24)	\$1,503.37-\$1,778.67
0-7 years		

*Special Start Rates - Effective October 1, 1978 for R.N.'s with less than 1 year of clinical experience, \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Graduate nurses, \$1,214 (\$1,131.50) and \$1,298, respectively.

Previous rates reflect a rollback by the Anti-Inflation Board.

Hours of Work: 38 3/4 per week (unchanged).

Shift Premium: 22.6¢ (21.3¢) per hour for all hours worked between 3 p.m. and 7 a.m. Effective October 1, 1979, 23.9¢.

Responsibility Allowances: Apply if assignment is for more than 1 (3) tour(s).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 3 years and 5 weeks after 22 years (unchanged).

Bereavement Leave: 3 (1) days for mother-in-law or father-in-law.

Leave of Absence: Up to 35 days without pay but with no loss of seniority or vacation entitlement for a member of the Board of Directors of the Ontario Nurses' Association (new). Up to 1 year with no loss of seniority or benefits for the President. Employer pays salary and is reimbursed by Union (new).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for basic, preventative coverage based on the current Ontario Dental Association fee schedule. No co-insurance. Effective following ratification upon meeting enrolment criteria.

Sick Leave - Current provision for a cash payout according to years of service upon retirement or termination now applies for an employee moving from full-time to part-time status.

Transportation Allowance: Covers cost of taxi, \$1 for use of auto (unchanged) or bus fare (new).

Chelsey Park Corporation at Mississauga - Local 204, Service Employees (AFL-CIO/CLC):
A 26-month renewal agreement effective from February 1, 1979 to March 31, 1981, covering 430 employees, settled by arbitration. Duration of negotiation - 10 months.

Wages:	Effective	Feb. 1/79	Sept. 27/79
	Increases	30¢-35¢	20¢-30¢
	Domestic Aide	\$4.56-\$4.96 (\$4.21-\$4.61)	\$4.76-\$5.16
	R.N.A.	\$5.36-\$5.81 (\$5.06-\$5.51)	\$5.60-\$5.96
	Maintenance	\$6.51-\$6.91 (\$6.16-\$6.56)	\$6.71-\$7.11
	Effective	May 8/80	Sept. 25/80
	Increases	12¢-25¢	18¢-34¢
	Domestic Aide	\$4.97-\$5.41	\$5.25-\$5.75
	R.N.A.	\$5.72-\$6.16	\$6.00-\$6.50
	Maintenance	\$6.87-\$7.31	\$7.05-\$7.55

Probationary period is 337.5 hours worked. Maximum rates for Domestic Aide and Maintenance are reached after 2 years, for R.N.A. after 3 years. Effective September 27, 1979, after 2 years.

Paid Vacation: 4 weeks after 12 (13) years' service.

Bereavement Leave: 2 (1) days' paid leave if the employee is unable to attend the funeral and 3 days (unchanged) if he can.

Sick Leave: 1 1/2 (1 1/4) days per month to a maximum of 60 days.

Health and Welfare: Major Medical - Employer pays 60% (50%) of premium costs.
Lieu Payment - Effective April 1, 1979, 20¢ (13¢) per hour for part-time employees. Effective April 1, 1980, 30¢ per hour.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd., Quebec and Ontario - Canadian Telephone Employee' Association (Ind.) (700 clerical and associated employees): A 12-month renewal agreement effective from December 1, 1979 to November 30, 1980, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages and other provisions are identical to the Bell Canada clerical agreement, reported on pages 712 and 713.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 414 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/79	Dec. 1/79
	General Increases	8%	2.66%
	Fire Fighter III Class	\$16,733 (\$15,493.93)	\$17,178
	Fire Fighter I Class	\$20,919 (\$19,367.41)	\$21,475
	Assistant Deputy Chief	\$28,900 (\$26,757.35)	\$29,669

Health and Welfare: Employees on lay-off are entitled to benefits for up to 6 months (new).

Life Insurance - Coverage increases to 2 (1 1/2) times annual basic salary to the nearest \$1,000 of earnings.

Dental Plan (new) - Canada Life Dental Plan No. 1, No. 2 and part of No. 3 to be implemented. Employer pays 100% of cost of premiums.

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.) (650 police officers): A 12-month renewal agreement effective from January 1, 1980 to December 31, 1980, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/80</u>
	General Increase	7.5%
	<u>Annual Rates</u>	
	Constable, 3rd Class	\$19,992.02 (\$18,597.30)
	Constable, 1st Class	\$23,460.49 (\$21,823.72)
	Staff Sergeant	\$29,553.47 (\$27,491.86)
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	11 days plus 1 additional day for reporting to work 15 minutes early each scheduled work day during the year (unchanged).	
Paid Vacation:	5 weeks after 17 (19) years' service. Also, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 6 weeks after 25 years (all unchanged). 2 (1) additional weeks in year of retirement.	
Annual Service Pay:	\$85 (\$80) per year for each 5 years of service completed.	
Health and Welfare:	<u>Dental Plan</u> - Additional coverage including bridge and denture work at 50% co-insurance. Coverage to be based on the 1979 Ontario Dental Association fee schedule.	
Pension Plan:	<u>Early Retirement</u> - "30 and out" (new).	
Clothing and Footwear Allowance:	\$600 (\$550) per year.	

Kitchener City Corporation - Local 457, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 214 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/79</u>
	General Increase	11.87%
	Firefighter - 5th Class	\$12,450 (\$11,129)
	Firefighter - 1st Class	\$20,750 (\$18,549)
	Platoon Chief	\$26,139 (\$23,367)

ADDENDUM

November 1979 Settlement

HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre (IODE Unit) - Ontario Nurses' Association (Ind.): A
24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 228 employees, settled at the post conciliation bargaining stage and ratified in November, 1979. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	approx. 7%	approx. 7% non-compounded

Full-time
(monthly rates)

Registered Nurse*	\$1,360-\$1,573	\$1,450-\$1,676
0-7 years	(\$1,270-\$1,470)	

Assistant Head Nurse	\$1,403-\$1,625	\$1,495-\$1,731
0-7 years	(\$1,310.95-\$1,519.14)	

Part-time
(hour rates)

Registered Nurse	\$62.77-\$72.60	\$66.92-\$77.35
0-7 years	(\$58.62-\$67.85)	

*Special Start Rates - Registered Nurses hired with less than 1 year of clinical experience receive \$1,273 (\$1,190) per month. Effective October 1, 1979, \$1,357 per month. Similarly Graduate Nurses receive \$1,227 (\$1,115) per month. Effective October 1, 1979, \$1,308.

Shift Premium: 0-\$1.75-\$1.75 (0-\$1.65-\$1.65). Effective October 1, 1979, 0-\$1.85-\$1.85.

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium cost for a preventative plan with payments based on the current Ontario Dental Association fee schedule.

Part-time Nurses: Pay in Lieu of Fringe Benefits - Effective October 1, 1979, 12% (10%) of basic pay.

Negotiations in Progress during December 1979 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg. Stag.
Amoco Fabrics, Div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	475	B
Artex Woollens, Cambridge	Clothing and Textile Workers (AFL- CIO/CLC)	230	B
Brewers Warehousing Co. Ltd. and several Breweries, province- wide	Cdn. Brewery Workers (CLC) (warehouse, retail store and production empls. and highway drivers)	3,020	B
Canada Packers, York Farms Div., Brantford	United Food and Commercial Workers (AFL-CIO/CLC)	220	B
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,700	C
Canadian General Electric Co. Ltd., Drafting Section, Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC)	250	B
Canadian Industries Ltd., Paint and Varnish Plants and Paint Research Laboratory, Toronto	Steelworkers (AFL-CIO/CLC)	200	M
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	209	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	M
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	330	P
Chrysler Canada Ltd., National Parts Depot, Mississauga	Auto Workers (CLC)	210	B
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	230	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	770	C
Dempster's Bread, Div. of Cor- porate Foods, Toronto	Teamsters (Ind.)	325	B
Domglas Inc., Brampton	Glass and Ceramic Workers (AFL-CIO/ CLC) (plant empls.)	500	C
Du Pont of Canada Ltd., (Kingston Works)	Kingston Independent Nylon Workers Union (Ind.)	1,675	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,235	B

*See page 742 for definition of codes.

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	MED
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	MED
Durham Regional Police	Police Assn. (Ind.)	360	B
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eddy Forest Products, Wood Products Div., Nairn	Carpenters (AFL-CIO/CLC)	215	CO
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	320	B
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	450	B
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	B
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,400	B
Foxhead Inn Ltd. (Sheraton Brock Hotel and Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	227	PFB
Gabriel of Canada, Long Branch	Machinists (AFL-CIO/CLC)	690	B
Goodyear Canada Inc., Toronto	Rubber Workers (AFL-CIO/CLC)	1,200	B
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	B
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	350	CO
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	227	MED
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	PMB
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	246	CO
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	323	CO
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	220	MED
Hawker Siddeley Canada Ltd. (Cdn. Car Div.), Thunder Bay	Auto Workers (CLC)	1,250	B
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	300	B
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	345	PFE
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	760	B
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	775	CO
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	340	MED
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	700	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	PME
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	270	PFE
Lincoln County Board of Education	CUPE (CLC) (maintenance and care-taking empls.)	208	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	212	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	940	B

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	425	CO
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	MED
Oliver Macleod Ltd., Gravenhurst	Steelworkers (AFL-CIO/CLC)	231	CO
Maple Leaf Mills Ltd., Port Colborne and Toronto	United Food and Commercial Workers (AFL-CIO/CLC)	400	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,960	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	340	PFB
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	265	PFB
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	PCB
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	ARB
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	290	CO
Niagara Falls City Corp.	CUPE (CLC)	289	CO
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	730	B
Niagara Regional Municipality (Public Works Dept., office, etc.)	CUPE (CLC)	450	CO
Niagara South Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	435	B
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	200	B
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	F
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233	MED
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office, clerical and technical)	675	B
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,380	MED

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York City Corp.	CUPE (CLC) (inside empls.)	500	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	AR
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	ME
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	459	ME
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees Union (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,400	ME
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,865	B
Ontario Government	OPSEU (NUPGE) (CLC) (correctional services category)	2,985	B
Ontario Government	OPSEU (NUPGE) (CLC) (general administration category)	4,885	B
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,660	ME
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,175	B
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,585	ME
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	7,450	B
Ontario Government	OPSEU (NUPGE) (CLC) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,015	B
Ontario Government (Employee Benefits)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Government (Working Conditions)	OPSEU (NUPGE) (CLC) (classified public servants)	51,325	B
Ontario Hospital Assn., Toronto	Auto Workers (CLC) (office and clerical empls.)	450	ME
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ME
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	ME
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285	B

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	325	B
Ontario Tank Truck Companies	Teamsters (Ind.) (drivers)	350	B
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	500	B
Ottawa Board of Education	Employees Assn. (Ind.) (maintenance services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., 1,150 Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)		B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	ARB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	985	MED
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	359	MED
Peel Board of Education	Custodian and Maintenance Employees' Assn. (Ind.)	370	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,850	PMB
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	ARB
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	PCB
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	PMB
Philips Electronics Ltd., Strathroy Furniture, Strathroy	Christian Labour Assn. (Ind.)	235	B
Provincial Crane, div. of AMCA Heavy Equipment Ltd., Niagara Falls	Machinists (AFL-CIO/CLC)	200	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	MED
Quaker Oats Co. of Canada Ltd., Peterborough	United Food and Commercial Workers (AFL-CIO/CLC)	437	CO
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	ARB
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	305	MED

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	295	B
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and non-medical empls.)	700	B
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	1,200	B
Ryerson Polytechnical Institute Board of Governors	Graduate Assistants' Assn.	260	CO
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
Sault Ste. Marie Board of Educ- ation	CUPE (CLC)	220	B
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	214	PC
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	750	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	470	PC
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	PC
Scarborough General Hospital	OPSEU (NUPGE) (CLC)	220	PC
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	560	ME
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	500	ME
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	885	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	AR
Sudbury Regional Municipality and the District of Sudbury Social Services Administration Board	CUPE (CLC)	310	B(
Thunder Bay City Corp.	CUPE (CLC)	325	B

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Thunder Bay City Corp., Public Works, Parks and Recreation Depts.	CUPE (CLC)	370	B
Thunder Bay City Corp.	Police Assn. (Ind.)	220	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	750	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	360	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	215	B
Toronto City Board of Education	Council of Trade Unions (maintenance and construction workers)	423	B
Toronto City Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,990	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,240	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	PCB
Toronto Hydro Electric System and Toronto Electric Commission	CUPE (CLC)	800	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	MED
Toronto Public Library Board	CUPE (CLC)	300	B
University of Toronto	Graduate Assistants Assn. (Ind.)	1,950	CO
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	390	CO
University of Windsor	Faculty Assn. (Ind.)	550	CO
Victoria Hospital and 13 other hospitals, London and area	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,650	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Waterloo Regional Police Force	Police Assn. (Ind.)	425	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	ARB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Welland Forge Ltd., Welland	Electrical Workers (UE) (CLC)	200	MED/W
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	735	B

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
York Borough Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	232	B
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MEI
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	PM
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time faculty, graduate students and non-graduate students)	800	CO
<u>MORE THAN ONE PROVINCE</u>			
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (traffic operators and dining service empls.)	8,000	WS
Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal, Quebec and St. Andrews, Que. and the Montreal Armature Company Ltd., Montreal, Que.	Electrical Workers (IUE) (AFL-CIO/CLC)	2,020	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,200	CO
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,790	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,220	CB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,680	B

** Federal jurisdiction

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	52,620	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,110	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,580	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,815	B
Maple Leaf Mills Ltd., Port Colborne and Toronto, Ont., Winnipeg, Man. and Calgary and Medicine Hat, Alta.**	United Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	650	CO

** Federal jurisdiction

Negotiations in Progress during December 1979 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in January 1980

Employer and Location	Union	No. of Empls.
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	330
Du Pont of Canada Ltd., (Kingston Works)	Kingston Independent Nylon Workers Union (Ind.)	1,675
Hamilton City Corp.	CUPE (CLC) (inside empls.)	497
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (office, clerical and technical empls.)	288
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	217
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	202
Elsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC) (hourly- rated empls.)	775
Northern Telephone Ltd., province-wide	Communications Workers (CLC)	230
Ottawa Board of Education	Employees' Assn. (Ind.) (main- tenance services and plant operations empls.)	830
Philips Electronics Ltd., Strathroy Furniture, Strathroy	Christian Labour Assn. (Ind.)	235
Thomas Products Corp., Ottawa	Distributive Workers (Ind.)	200
Toronto Electric Commission	CUPE (CLC)	400
Toronto Hydro-Electric System	CUPE (CLC)	400
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (CLC) (data processing group)	2,265
Treasury Board of Canada	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	221
Treasury Board of Canada	PSAC (CLC) (secretarial, steno- graphic and typing group)	7,242

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Labour
Canada

Travail
Canada



Ontario

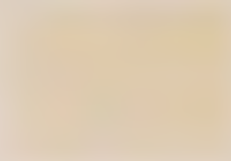
LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1979

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



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INDUSTRY, EMPLOYER AND UNIONISSUEPAGE

FOOD AND BEVERAGE

Calvert of Canada Ltd., Amherstburg and Auto Workers (CLC)	Sept.	528
Canada Packers Ltd., York Farms Div., Brantford and Foodworkers (AFL-CIO/CLC)	Mar.	143
Canada Starch Co. Ltd., Cardinal and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Feb.	110
Canadian Canners Ltd., Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford and United Food and Commercial Workers (AFL-CIO/CLC)	July	414
Christie, Brown and Co., Ltd. (Biscuit Div.), Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	May	279
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Ottawa, Peterborough, Sudbury, Toronto and Windsor and Cdn. Brewery Workers (CLC) (office, sales, distribution, and plant empls.)	Oct.	583
Hershey Chocolate of Canada, Smiths Falls and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	May	281
Interbake Foods Ltd. (McCormick's Div.), London and Millers (AFL-CIO/CLC)	May	280
Kellogg Salada Co. Ltd., Rexdale and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	343
Labatt's Ltd. (London Brewery) and Natl. Brewery Workers (CLC)	Mar.	147
Lancia-Bravo Foods, Toronto and Foodworkers (AFL-CIO/CLC)	May	282
Libby, McNeill & Libby of Canada, Ltd., Chatham and Auto Workers (CLC)	Mar.	143
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Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence Seaway and coastal area and Railway, Transport and General Workers (CLC) (unlicensed personnel)	July	424
Voyageur Colonial Ltd., various centres, Ont. and Que., west of Montreal and Railway, Transport and General Workers (CLC) (bus operators, garage empls., information clerks, ticket clerks and parbus empls.)	Jan.	41

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Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish & Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC) (hourly paid empls.)	July	429
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COMMUNICATION

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COLLECTIVE BARGAINING SETTLEMENTS
{AND NEGOTIATIONS} IN ONTARIO
JANUARY TO DECEMBER 1979



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

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Eaton Yale Ltd. (Suspension Div.), Chatham and Auto Workers (CLC) (plant empls.)	July	422
Eaton Yale Ltd., (Suspension Div.), Wallaceburg and Auto Workers (CLC)	Apr.	220
E.B. Eddy Forest Products Ltd., Woods Operations, Espanola and Carpenters (AFL-CIO/CLC)	Jan.	18
Electrical Contractors Assn. of Ontario (Electrical Trade Bargaining Agency) and Electrical Workers (IBEW) (AFL-CIO/CLC) (commercial, industrial and institutional construction)	July	455
Electro Porcelain Co. Ltd., Waterloo and Steelworkers (AFL-CIO/CLC)	Mar.	161
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Extendicare Ltd., various Ontario Cities and Service Employees (AFL-CIO/CLC) (part-time empls.)	Nov.	674
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Federal Pioneer Ltd., Bramalea and Electrical Workers (IUE) (AFL-CIO/CLC)	Feb.	82
Fiberglas Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (production and maintenance empls.)	Apr.	224
Firestone Steel Products of Canada Ltd., London and Auto Workers (CLC)	Jan.	12
Fleet Industries, a div. of Ronyx Corp. Ltd., Fort Erie and Machinists (AFL-CIO/CLC) (hourly shop operation empls.)	Sept.	534
Ford Motor Co. of Canada Ltd., Bramalea and Windsor and Auto Workers (CLC) (office, clerical and technical empls.)	Nov.	650
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor and Auto Workers (CLC) (plant empls.)	Oct.	585
John Forsyth Co. Ltd., Kitchener and Waterloo and Clothing and Textile Workers (AFL-CIO/CLC)	May	284
Fortune Footwear, div. of Susan Shoe Industries Ltd., Hamilton and United Textile Workers (AFL-CIO/CLC)	Nov.	638
Foster Wheeler Ltd., St. Catharines and Steelworkers (AFL-CIO/CLC)	May	287
Frankel Steel Ltd., Toronto and Structural Iron Workers (AFL-CIO/CLC)	Dec.	710
Franklin Manufacturing Company (Canada) Ltd., Cambridge and Machinists (AFL-CIO/CLC) (plant empls.)	Oct.	594
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GTE Automatic Electric (Canada) Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC) (hourly plant empls.)	June	356
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General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Thérèse, Que. and Auto Workers (CLC) (plant empls.)	Oct.	591
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Hilroy Ltd., Toronto and Cdn. Paperworkers (CLC)	May	286
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I.B.L. Industries Ltd., Burlington and Employees' Assn. (Ind.)	Mar.	189
I.C.L. International Carriers Ltd., Hamilton, London, Oshawa and Windsor and Teamsters (Ind.) (drivers, dockmen and checkers)	Apr.	230
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Ontario General Contractors Assn. Labour Relations Bureau, Indus- trial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario and Concrete Floor Contractors Assn. of Ontario and Plasterers (AFL-CIO) (cement masons)	June	387
Ontario General Contractors Assn. Labour Relations Bureau and Walls and Ceiling Contractors Assn. and Plasterers (AFL-CIO)	June	386
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Ontario Government and Ont. Provincial Police Assn. Inc. (Ind.) (cadets and police officers)	May	315
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Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	June	369
Ontario Hydro, province-wide and CUPE (CLC)	Apr.	232
Ontario Hydro, province-wide and Office Employees (AFL-CIO/CLC) (clerical office empls. of the Construction Field Forces of the Generation Projects Div. and the Lines and Stations Construction Dept. of the Transmission Systems Div.)	Sept.	564
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto and Cdn. Opera- ting Engineers (CCU)	July	429
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Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operation) and Service Employees (AFL-CIO/CLC)	May	309
Ontario Jockey Club, Woodbine and Greenwood Race Tracks, Toronto and Hotel Employees (AFL-CIO/CLC) (kitchen, cafeteria, restau- rant and food stands empls.)	Mar.	178
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Ontario Produce Co., Ontario Food Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.)	May	300
Ontario Sheet Metal and Air Handling Group and Sheet Metal Workers (AFL-CIO/CLC)	June	384
Oshawa City Corp. and CUPE (CLC)	Feb.	109
Oshawa City Corp., Public Works Dept. (Maintenance and Traffic Engineering Divs.) and Community Services Dept. (Parks and Property, & Civic Auditorium Complex and Arenas Divs.) and CUPE (CLC)	May	317
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Otaco, a div. of Bartaco Industries Ltd., Orillia and Steelworkers (AFL-CIO/CLC)	Feb.	77
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Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	374
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Ottawa City and Regional Municipality of Ottawa-Carleton and CUPE (CLC) (civic empls.)	May	318
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Ottawa Civic Hospital and 53 other Ontario Hospitals and CUPE (CLC) (service, paramedic and office empls.)	Nov.	683
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Paramount Industries and Donlee Plastics, Divs. of Donlee Manu- facturing Industries Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	656
Pedlar Castings Ltd., Div. of Pedlar Industrial, Oshawa and Steelworkers (AFL-CIO/CLC)	July	416
Peel Board of Education and CUPE (CLC) (office and clerical empls.)	June	375
Peel Board of Education and Employees' Assn. (Ind.) (custodial, maintenance and printing staff, storekeepers, cafeteria help and school bus drivers)	Jan.	24

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Pilkington Glass Industries Ltd., (Pilkington Glass Manufacturing Div.), Scarborough and Glass and Ceramic Workers (AFL-CIO/CLC)	Oct.	598
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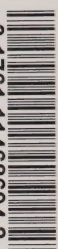
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